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SALARY and WAGE SURVEY
and
STAFF RECOMMENDATIONS ONLY

Applicable to Emloyees in Classes Governed by the Provisions of Charter Sections 8.400, 8.401 and 8.407

January 8, 1979

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January 8, 1979

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SALARY SURVEY REPORT

The Civil Service Commission staff reports the results of its survey for those classifications whose salaries are determined under the provisions of Sections 8.400, 8.401 and 8.407 of the Charter.

The survey is restricted to a number of key or benchmark classes. The remaining classes are shown on the particular benchmark page in their current relationships to the benchmark class.

Salary data were collected from other agencies for the benchmark class. Adjustments have been made in the salary data for those jurisdictions having work weeks in excess of, or less than, 40 hours, and, where needed, the salary data has been converted to monthly ranges. The monthly ranges and flat rates are shown as monthly ranges on the pages opposite the tabular representation of the family groupings to facilitate comparisons with our agency's salaries. The monthly salary for any classification can be determined by reference to the salary tables shown in the introductory pages of this report.

Charter Section 8.407 requires the Civil Service Commission to conduct a comprehensive investigation and survey of basic pay rates, wages, and salaries in other governmental jurisdictions and private employment. This section states that the survey of Bay Area public jurisdictions shall include (a) the counties of Alameda, Contra Costa, Marin, San Mateo and Santa Clara; (b) the ten most populous cities in these counties - San Jose, Oakland, Richmond, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara and Sunnyvale; and (c) agencies of the State and Federal governments and school districts and other special districts in the six Bay Area counties as determined by the Civil Service Commission. This Charter section further provides that the Commission shall collect private basic pay rate data from a recognized governmental bay area salary and wage survey of private employers in the City and County of San Francisco, and the counties of Alameda, Contra Costa, Marin, San Mateo and Santa Clara. If it is determined that there is insufficient salary data from the bay area public jurisdictions, then the Civil Service Commission is authorized to survey major public agencies in the State which employ more than 3,000 persons.

The salary information included in this report is based on data compiled prior to January 1, 1979. Any changes or updating in data will be obtained by the staff and will be made available to the Civil Service Commission for its consideration and recommendations before final submission and report to the Board of Supervisors.

There are approximately 24,359 positions established in the City service, exclusive of certificated personnel in the Board of Education, and including Police and Fire Department personnel. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,550	18,657	Rates set in accordance with generally prevailing rate of wages for like service and working conditions in private employment and in other comparable governmental organizations in State of California. Charter Sections 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.

Type of Employment	No. of Classes	No. of Positions	
Railway Platform Personnel	1	1,862	Rates set yearly, average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $7.795 per hour..... (monthly equivalent $1351)
Police and Fire	30	3,435	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Sections 8.405(A), 8.405(B) and 8.405(C). Q2 Police Officer and H2 Firefighter $1371 to $1588 per month.
Fire Prevention	5	51	Rates for Captain and Lieutenant, Bureau of Fire Prevention and Public Safety, and Investigator, Bureau of Fire Investigation, 10% above rate for Chief's Operator under Section 8.405(C) of the Charter.
Municipal and Superior Courts	50	350	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department head. Charter Section 4.104.

The report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provides that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION
OF
PREVAILING RATES OF WAGES

The new Charter Section 8.407, Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic pay rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter Section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for comparable jobs to the benchmark. These agencies report flat rates for such jobs. In order not to distort the data in computing the weighted average of the midpoints and medians, the flat rates are treated differently. Where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed. This computation is as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. the number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark to arrive at

4. the minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

FRINGE BENEFITS

The fringe benefits shown in this report were obtained from the Charter Section 8.407 Public Agencies and from the 1978 Wage and Fringe Benefit Information Survey prepared by the League of California Cities and County Supervisors Association of California. The following information relates to the fringe benefits listed on each benchmark page.

ALAMEDA COUNTY

Work Week - Most employees work a 37.5-hour work week. However, management employees, hospital employees, craft employees and deputy sheriffs work a 40-hour work week.

CITY AND COUNTY OF SAN FRANCISCO

Retirement Contribution - 20.05% for employees hired on or before 11/1/76; 14.70% for employees hired after 11/1/76.

CITY OF SUNNYVALE

Sick Days - A maximum allowance of 90 days per illness.

CONTRA COSTA COUNTY

Retirement Contribution - 6.5% of first $350 month's salary; 9.8% of excess of $350 month's salary.

SAN MATEO TRANSIT

Vacation and Sick Days - Combined in one policy: After one year, 20 days; after five years, 26 days; maximum, 26 days.

U.C. MEDICAL CENTER, U.C. BERKELEY

Retirement Contribution and Social Security - Employees hired after 4/1/76 are covered by Social Security - others optional. Retirement contribution is 13.4% plus $19 per month if not covered by Social Security; 9.89% plus $19 per month if covered by Social Security.

THE BENCHMARK CONCEPT IN SALARY ADMINISTRATION

The City and County of San Francisco, a Charter City, utilizes the benchmark concept in setting salaries for it's more than 1,500 occupational classifications. Where applicable, data shown on the following pages was collected for key or benchmark classes, analyzed and applied in the manner prescribed by Charter.

Charter Section 8.407 prescribes the method by which the salaries of miscellaneous city employees are set and makes specific reference to the use of the benchmark method in the collection of salary data, the presentation of data and the recommendations thereon. The benchmark concept as employed within the City and County of San Francisco involves the collection of salary data from outside public agencies and private industry for benchmark or "key classifications" which are deemed to be comparable to selected city and county classes by reason of their duties, responsibilities and minimum qualifications. Classes within the classification plan of the city and county are related to benchmark classes by reason of their work content, promotional lines, qualifications or other pertinent considerations.

Salary adjustments made for benchmark classifications may be applied at the same percentage of change to other classes related to each benchmark class.

In instances where significant changes have occurred with respect to recruitment, promotional lines, increased or decreased responsibilities, or other compensable factors, internal salary adjustments may be made accordingly within a benchmark family.

This system of utilizing benchmark or key classes in salary standardization procedures possesses a number of distinct advantages. Among these are:

1. Simplification of data collection procedures. Data is normally collected only for the benchmark classification.

2. Ease and validity of making comparisons with classes in outside agencies surveyed by the use of a single readily identifiable level of difficulty within an occupational series.

3. Preservation of internal or promotional relationships within job families or promotional series by providing for salary adjustments on a consistent basis within benchmark families.

4. Provision of flexibility in salary administration by allowing for adjustments within job families when made necessary by changes in the duties of positions, the employment market, or other external or internal compensable factors.

The use of the benchmark concept is almost universally accepted in the gathering of wage and salary data in both public and private sectors. To collect and analyze data for each classification subject to wage and salary adjustments would be tedious, difficult and extremely unreliable since organizational differences exist between the public and private sectors and between public jurisdictions. Further, internal relationships would be disrupted by the use of such a method, since changes in data occurring from time to time would result in inconsistencies in recommendations made for separate but related classifications.

The time consumed by the survey staff in attempting to accumulate, tabulate and analyze data for each separate classification would be difficult to justify. Lastly, representatives from other agencies from whom data is collected would not be willing to spend the necessary amount of time with a staff conducting such a survey.

Most modern authorities, writers and practitioners of personnel administration endorse the use of the benchmark method.

In Job Evaluation and Wage Incentives, edited by Carl E. Harrington, key or Benchmark jobs are described as follows:

> "Most job evaluation plans include what is called 'reference', 'key' or 'benchmark' jobs as an integral part of the evaluation plan. All that is meant by this is that these jobs are typical of the group to be evaluated..."

Donald E. Hoag and Robert J. Trudel in How to Prepare a Sound Pay Plan (International Personnel Management Association) state:

> "It is never possible for a pay survey to gather data on every class of jobs in a public jurisdiction because:
>
> 1. other employers do not have many of the kinds of jobs that are common in public jurisdictions.
>
> 2. it would be impractical and unreasonable to expect other employers to provide specific pay data for each of scores or hundreds of classes.
>
> 3. it is unwise because of the cost of the survey process to include classes in which the jurisdiction has very few employees.
>
> 4. it is extremely difficult to gather valid data by the survey process for many kinds of jobs, including those of a supervisory, managerial, or executive nature."

In Job Evaluation Methods, Professor Charles W. Lytle of New York University describes the selection of key Jobs and the pertinent criteria as follows:

> "Determining Jobs to be Included in the Survey
>
> Making a study of all jobs in all plants to be included in the survey would be exceedingly costly and time consuming. Fortunately, it isn't necessary to study all jobs..."

Bryan Livy, Lecturer in Personnel Management, states in his work on Job Evaluation:

> "The easiest way to structure the operation is to begin with the identification of key job or benchmark jobs. A benchmark job is one which will be used as a yardstick and as a standard against which other jobs will be compared from an overall point of view..."

It may readily be seen that the use of key or benchmark classifications constitutes the only practical approach for the collection and presentation of data and for recommendation on salary adjustments for the more than 1,700 classifications within the City and County service.

B 2	ACCOUNT CLERK	1444	13
1630	ACCOUNT CLERK	1444	12
1650	ACCOUNTANT	1650	17
1638	ACCOUNTING MACHINE OPERATOR	1444	13
1810	ACTUARIAL CLERK	1444	7
1816	ACTUARY	1804	23
1714	ADDRESSING MACHINE OPERATOR	1444	7
1838	ADMIN. ASST. TO EXECUTIVE DIRECTOR, HEALTH SERVICE SYS.	1822	27
1822	ADMINISTRATIVE ANALYST	1822	29
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR	1822	27
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR	1650	16
1839	ADMINISTRATIVE ASSISTANT, COMMISSION ON THE AGING	1822	25
8130	ADMINISTRATIVE ASSISTANT, DISTRICT ATTORNEY'S OFFICE	1822	25
2128	ADMINISTRATIVE ASSISTANT, LAGUNA HONDA HOSPITAL	1822	25
2129	ADMINISTRATIVE ASSISTANT, SF GENERAL HOSPITAL	1822	25
3568	ADMINISTRATIVE ASST. CENTER OF ASIAN ART AND CULTURE	3542	47
1835	ADMINISTRATIVE ASST. TO MEMBERS OF THE BOARD OF SUPRVS.	1822	24
2127	ADMINISTRATIVE ASST. TO THE DIRECTOR OF PUBLIC HEALTH	1822	25
1529	ADMINISTRATIVE ASST. TO THE STATE LEGISLATIVE REP	1444	12
2660	ADMINISTRATIVE CHEF	2604	52
2581	ADMINISTRATIVE CORONER	2580	49
5174	ADMINISTRATIVE ENGINEER	5204	78
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR	1822	27
1528	ADMINISTRATIVE SECRETARY	1444	12
1556	ADMINISTRATIVE SECRETARY, CITY PLANNING COMMISSION	1822	26
1554	ADMINISTRATIVE SECRETARY, PUBLIC UTILITIES COMMISSION	1822	26
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	1650	17
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD	1822	25
2182	ADMINISTRATOP, LAGUNA HONDA HOSPITAL	1822	29
1114	ADMINISTRATRATOR, RETIREMENT SERVICES	1822	28
5286	ADMINSTRATOR, PROPERTY CONSERVATION DIVISION	7344	90
1235	AFFIRMATIVE ACTION COORDINATOR	1242	3
2995	AFFIRMATIVE ACTION OFFICER, HUMAN RIGHTS COMMISSION	2996	61
1233	AFFIRMATIVE ACTION SPECIALIST	1242	2
3484	AGRICULTURAL DIVISION LAND AGENT	4261	72
3450	AGRICULTURAL INSPECTOR	3450	66
3460	AGRICULTURAL INSTRUCTOR	7514	103
9212	AIR FIELD SAFETY OFFICER	9220	122
9258	AIRPORT ASST. GENERAL MANAGER, BUSINESS ADMINISTRATION	9220	122
9256	AIRPORT ASST. GENERAL MANAGER, OPERATIONS & MAINTENANCE	9220	122
9260	AIRPORT ASST. GENERAL MANAGER, PLANNING AND DEVELOPMENT	9220	122
F 51	AIRPORT ATTENDANT	7345	91
9202	AIRPORT COMMUNICATIONS OPERATOR	8238	113
9204	AIRPORT COMMUNICATIONS SUPERVISOR	8238	113
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR	2708	55

9241	AIRPORT ELECTRICIAN SUPERVISOR	7345	92
9240	AIRPORT ELECTRICIAN	7345	91
9252	AIRPORT MAINTENANCE SUPERINTENDENT	7355	97
9250	AIRPORT MAINTENANCE SUPERVISOR	7355	97
9232	AIRPORT MECHANICAL MAINTENANCE SUPERVISOR	7334	88
5285	AIRPORT NOISE ABATEMENT OFFICER	9220	122
9222	AIRPORT OPERATIONS COORDINATOR	9220	122
9226	AIRPORT OPERATIONS SUPERINTENDENT	9220	122
9220	AIRPORT OPERATIONS SUPERVISOR	9220	122
9215	AIRPORT POLICE LIEUTENANT	8204	109
9211	AIRPORT POLICE SERGEANT	8204	109
9210	AIRPORT POLICEMAN	8204	109
4102	AIRPORT PROPERTY MANAGEMENT ASSISTANT	4261	72
2526	AMBULANCE DRIVER	2312	39
3330	AMUSEMENT OPERATIONS MANAGER	3284	62
2330	ANESTHETIST	2320	41
3320	ANIMAL KEEPER	3320	65
7334A	APPRENTICE STATIONARY ENGINEER	7334	87
7372A	APPRENTICE STATIONARY ENGINEER, SEWAGE PLANT	7334	87
3506	AQUARIST	3320	65
3512	AQUARIUM EXHIBIT PREPARATOR	3320	65
3516	AQUATIC COLLECTOR	3320	65
3130	ARBORETUM DIRECTOR	7514	105
5268	ARCHITECT	5268	80
5120	ARCHITECTURAL ADMINISTRATOR	5268	80
5260	ARCHITECTURAL ASSISTANT I	5268	80
5261	ARCHITECTURAL ASSISTANT II	5268	80
5265	ARCHITECTURAL ASSOCIATE I	5268	80
5266	ARCHITECTURAL ASSOCIATE II	5268	80
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE	7344	89
3464	AREA SUPERVISOR, PARKS SQUARES AND FACILITIES	7514	105
8222	ARMORED TRUCK GUARD	8226	111
7301	ARMORED TRUCK OPERATOR	8226	111
7220	ASPHALT FINISHER SUPERVISOR I	7514	104
7404	ASPHALT FINISHER	7514	103
7221	ASPHALT PLANT SUPERVISOR I	7355	97
7502	ASPHALT WORKER	7514	103
4202	ASSESSMENT CLERK	1444	7
4290	ASSESSOR	4261	72
1277	ASSIST. DIV. MANAGER, SALARY STAND. AND EMP. RELATIONS	1242	3
7202	ASSIST. PARK SUPERINTENDENT FOR STRUCTURAL MAINTENANCE	7344	89
1814	ASSISTANT ACTUARY	1804	23
2158	ASSISTANT ADMINISTRATOR, LAGUNA HONDA HOSPITAL	1822	27
2142	ASSISTANT ADMINISTRATOR, SAN FRANCISCO GENERAL HOSPITAL	1822	28
3216	ASSISTANT AQUATICS SUPERVISOR	3284	64
1892	ASSISTANT BUDGET DIRECTOR AND ANALYST	1650	18
1131	ASSISTANT BUREAU CHIEF, FINANCE AND RECORDS	1822	26
3102	ASSISTANT BUSINESS MANAGER, RECREATION AND PARK DEPT	1650	17
4370	ASSISTANT CASHIER, TAX COLLECTOR	1444	13
4360	ASSISTANT CASHIER, WATER DEPARTMENT	1444	13

8181	ASSISTANT CHIEF ATTORNEY I	8176	108
8183	ASSISTANT CHIEF ATTORNEY II	8176	108
8124	ASSISTANT CHIEF DEPUTY SHERIFF (CIVIL)	8364	119
4332	ASSISTANT CHIEF OF INVESTMENTS	1822	28
4225	ASSISTANT CHIEF PERSONAL PROPERTY AUDITOR	1650	17
8416	ASSISTANT CHIEF PROBATION OFFICER, JUVENILE COURT	8440	117
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER	4261	73
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU	8146	107
4263	ASSISTANT CHIEF, TECHNICAL SERVICES, ASSESSOR'S OFFICE	4261	73
6127	ASSISTANT CHIEF,BUREAU OF ENVIRONMENTAL HEALTH SERVICES	6120	85
5122	ASSISTANT CITY ARCHITECT	5268	80
3643	ASSISTANT CITY ARCHIVIST	3630	70
3668	ASSISTANT CITY LIBRARIAN	3630	71
5204	ASSISTANT CIVIL ENGINEER	5204	76
9158	ASSISTANT CLAIMS AGENT	9144	121
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS	8152	1
4364	ASSISTANT COLLECTION SUPERVISOR, WATER DEPARTMENT	1444	14
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	8146	107
1672	ASSISTANT CONTROLLER	1650	18
2650	ASSISTANT COOK	2604	51
8316	ASSISTANT COUNSELOR	8320	116
1136	ASSISTANT COUNTY CLERK	1822	27
8112	ASSISTANT COURT CLERK	8152	1
8260	ASSISTANT CRIMINALIST	8260	114
5109	ASSISTANT DEPUTY FOR DEVELOPMENT	1822	28
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I	1822	27
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II	1822	28
3588	ASSISTANT DIRECTOR FOR ADMINISTRATION, MUSEUMS	1822	26
3584	ASSISTANT DIRECTOR FOR COLLECTIONS, MUSEUMS	3542	68
3586	ASSISTANT DIRECTOR FOR EDUCATION	3542	68
3228	ASSISTANT DIRECTOR GOLF COURSE OPERATIONS	3284	64
2116	ASSISTANT DIRECTOR MEDICAL RECORDS	1444	10
2366	ASSISTANT DIRECTOR OF NURSES, LAGUNA HONDA HOSPITAL	2320	41
2368	ASSISTANT DIRECTOR OF NURSES, S.F. GENERAL HOSPITAL	2320	41
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION	2320	41
5113	ASSISTANT DIRECTOR OF PLANNING - PLANS AND PROGRAMS	5278	84
4144	ASSISTANT DIRECTOR OF PROPERTY	4261	73
2892	ASSISTANT DIRECTOR OF PUBLIC HEALTH, HOSPITAL SERVICES	2230	36
5186	ASSISTANT DIRECTOR OF PUBLIC WORKS (ADMINISTRATIVE)	5204	78
1160	ASSISTANT DIRECTOR OF PURCHASING AND SERVICES	1952	34
3432	ASSISTANT DIRECTOR, ARBORETEM	7514	105
1565	ASSISTANT DIRECTOR, ART COMMISSION	1822	25
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL	8320	116
3462	ASSISTANT DIRECTOR, GOLF COURSE MAINTENANCE	7514	105
8340	ASSISTANT DIRECTOR, JUVENILE HALL	8320	116
2969	ASSISTANT DIRECTOR, SOCIAL SERVICE PROGRAM	2910	60
1881	ASSISTANT DIRECTOR, SYSTEMS AND DATA PROCESSING	1872	31
5150	ASSISTANT DIVISION MANAGER ALAMEDA DIVISION	5204	77
5154	ASSISTANT DIVISION MANAGER, PENINSULA OPERATIONS	5204	77
1248	ASSISTANT DIVISION MANAGER, PERSONNEL	1242	2

5236	ASSISTANT ELECTRICAL ENGINEER	5204	76
7430	ASSISTANT ELECTRONIC MAINTENANCE TECHNICIAN	7345	91
1661	ASSISTANT FISCAL OFFICER, BOARD OF EDUCATION	1650	18
3410	ASSISTANT GARDENER	7514	103
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC	1822	29
1288	ASSISTANT GENERAL MANAGER, PERSONNEL	1242	3
2973	ASSISTANT GENERAL MANAGER,DEPARTMENT OF SOCIAL SERVICES.	2910	60
2785	ASSISTANT GENERAL SERVICES MANAGER	2708	55
3322	ASSISTANT HEAD ANIMAL KEEPER	3320	65
5306	ASSISTANT HYDROGRAPHER	5204	74
5272	ASSISTANT LANDSCAPE ARCHITECT	5274	81
1827	ASSISTANT MANAGEMENT ANALYST	1822	25
5252	ASSISTANT MECHANICAL ENGINEER	5204	76
1240	ASSISTANT PERSONNEL ANALYST	1242	2
7408	ASSISTANT POWER HOUSE OPERATOR	7364	99
1950	ASSISTANT PURCHASER	1952	34
3280	ASSISTANT RECREATION DIRECTOR.....PART TIME	3284	62
3287	ASSISTANT RECREATION SUPERVISOR	3284	63
9395	ASSISTANT RENTAL MANAGER, PORT OF SAN FRANCISCO	4261	72
2275	ASSISTANT RESIDENT I	2275	37
2277	ASSISTANT RESIDENT II	2275	37
2279	ASSISTANT RESIDENT III	2275	37
2281	ASSISTANT RESIDENT IV	2275	37
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMMISSION	1822	26
8464	ASSISTANT SECRETARY, COUNTY PAROLE COMMISSION	8440	117
6208	ASSISTANT SEWER SAFETY INSPECTOR	6120	85
1932	ASSISTANT STOREKEEPER	1934	33
5179	ASSISTANT SUPERINTENDENT, BUILDING INSPECTION ADMIN	5204	78
3466	ASSISTANT SUPERINTENDENT, PARKS SQUARES AND FACILITIES	7514	105
3292	ASSISTANT SUPERINTENDENT, RECREATION	3284	64
8115	ASSISTANT SUPERVISING COURT CLERK	B152	1
B424	ASSISTANT TO DIRECTOR, M.H.DEYOUNG MEMORIAL MUSEUM	3542	67
1340	ASSISTANT TO GENERAL MANAGER, PUC, PUBLIC RELATIONS	1314	5
3266	ASSISTANT TO MUNICIPAL STADIUMS MANAGER	1822	24
9960	ASSISTANT TO PROFESSIONALS	1822	24
1859	ASSISTANT TO THE DIRECTOR OF INFORMATION	1822	25
2993	ASSISTANT TO THE DIRECTOR, COMMISSION ON THE AGING	2910	59
2456	ASSISTANT TOXICOLOGIST	2486	46
5228	ASSISTANT TRAFFIC ENGINEER	5204	76
9160	ASSISTANT TRANSIT DISPATCHER	9144	120
9179	ASSISTANT TRANSPORTATION DIVISION SUPERINTENDENT	9144	120
5222	ASSISTANT WATER PURIFICATION ENGINEER	5204	76
1231	ASSOC. AFFIRMATIVE ACTION COORDINATOR	1242	2
1826	ASSOCIATE BUDGET ANALYST	1650	17
5206	ASSOCIATE CIVIL ENGINEER	5204	76
1843	ASSOCIATE COORDINATOR COMMISSION OF THE STATUS OF WOMEN.	2996	61
5238	ASSOCIATE ELECTRICAL ENGINEER	5204	76
9372	ASSOCIATE ESTIMATOR OF HEAVY CONSTRUCTION	5204	76
5207	ASSOCIATE LAND ENGINEER, UTILITIES	5204	76
5205	ASSOCIATE MATERIALS ENGINEER	5204	76

5254	ASSOCIATE MECHANICAL ENGINEER.....	5204	76
9386	ASSOCIATE PORT TRAFFIC MANAGER.....	1822	25
1491	ASSOCIATE REGISTRAR, SFCCD.....	2448	44
5247	ASSOCIATE SANITARY ENGINEER.....	5204	76
5229	ASSOCIATE TRAFFIC ENGINEER.....	5204	76
5224	ASSOCIATE WATER PURIFICATION ENGINEER.....	5204	76
5178	ASST SUPT, PROPERTY CONSERVATION.....	5204	79
1856	ASST. CONTROL SUPERVISOR, ELECTRONIC DATA PROCESSING....	1736	20
2887	ASST. DIR. OF HEALTH CARE SERVICES, MENTAL HEALTH.....	2230	36
5112	ASST. DIRECTOR OF PLANNING-IMPLEMENTATION(ZONING ADMIN).	5278	84
2890	ASST. DIRECTOR OF PUBLIC HEALTH, COMM. MEDICAL SERVICES.	2230	36
2889	ASST. DIRECTOR OF PUBLIC HEALTH, PUBLIC HEALTH PROGRAMS.	2230	36
5188	ASST. DIRECTOR OF PUBLIC WORKS (MAINT. AND OPERATIONS)..	5204	79
5180	ASST. DIRECTOR OF PUBLIC WORKS (PLANNING AND CONTROL)...	5204	79
3589	ASST. DIRECTOR, ADMIN. CENTER FOR ASIAN ART AND CULTURE.	1822	25
9361	ASST. SUPERINTENDENT, HARBOR MAINTENANCE, ELECTRICAL....	7345	91
9362	ASST. SUPT. HARBOR MAINTENANCE, BUILDINGS AND STREETS...	7344	90
9363	ASST. SUPT. HARBOR MAINTENANCE, PIERS AND WHARVES.....	7344	90
2998	ASST. TO DIRECTOR COMMUNITY EDUCATION PLANNING PROJECT..	2910	60
B425	ASST. TO DIRECTOR, CALIF PALACE OF THE LEGION OF HONOR..	3542	67
1336	ASST. TO GENERAL MANAGER(PUBLIC SERV) RECREATION & PARK.	1314	5
R 54	ATHLETIC ATTENDANT.....	3284	62
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR.....	8176	108
8174	ATTORNEY-CIVIL AND CRIMINAL.....	8176	108
8190	ATTORNEY, TAX COLLECTOR.....	8176	108
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	1934	33
2538	AUDIOMETRIST.....	2556	47
7322	AUTOMOTIVE BODY AND FENDER WORKER ASSISTANT SUPERVISOR..	7381	100
7264	AUTOMOTIVE BODY AND FENDER WORKER SUPERVISOR I.....	7381	100
7306	AUTOMOTIVE BODY AND FENDER WORKER.....	7381	100
7315	AUTOMOTIVE MACHINIST ASSISTANT SUPERVISOR.....	7381	100
7254	AUTOMOTIVE MACHINIST SUPERVISOR I	7381	100
7313	AUTOMOTIVE MACHINIST.....	7381	100
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR.....	7381	100
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....	7381	100
7381	AUTOMOTIVE MECHANIC.....	7381	100
7412	AUTOMOTIVE SERVICE WORKER ASSISTANT SUPERVISOR.....	7381	100
7410	AUTOMOTIVE SERVICE WORKER.....	7381	100
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.....	7381	101
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I.....	7381	100
2652	BAKER.....	2604	51
7303	BARBER.....	2312	38
2416	BATERIOLOGICAL LABORATORY ASSISTANT.....	2312	38
3206	BEACH LIFEGUARD.....	3284	63
7324	BEAUTICIAN.....	2312	38
1662	BILLING AND COLLECTION ASSISTANT SUPERVISOR.....	1444	14
1664	BILLING AND COLLECTION SUPERVISOR.....	1444	14
1620	BILLING AUDITOR.....	1444	13
7222	BLACKSMITH SUPERVISOR I.....	7332	86
7305	BLACKSMITH.....	7332	86

7414	BLACKSMITH'S FINISHER	7332	86
1778	BLUEPRINT AND REPRODUCTION MANAGER	1760	21
1740	BLUEPRINTING MACHINE OPERATOR	1760	21
6236	BOILER INSPECTOR	7347	94
4312	BOND AND COUPON SUPERVISOR	1444	14
J 54	BOOK REPAIRER	3630	70
7416	BOOK REPAIRER	3630	70
1436	BRAILLIST	1444	10
7307	BRICKLAYER	7514	105
7420	BRIDGETENDER	7334	87
1831	BUDGET DIRECTOR AND ANALYST, BOARD OF SUPERVISORS	1650	18
7203	BUILDING AND GROUNDS MAINTENANCE SUPERVISOR	7334	88
8207	BUILDING AND GROUNDS PATROLMAN	8204	109
5217	BUILDING CODE ANALYST	5204	77
6331	BUILDING INSPECTOR	7344	90
5262	BUILDING MAINTENANCE AND REPAIR ASSISTANT ENGINEER	5204	75
5264	BUILDING MAINTENANCE AND REPAIR ENGINEER	5204	76
2783	BUILDING MANAGER	2708	54
5214	BUILDING PLANS ENGINEER	5204	78
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPERINTENDENT	7334	88
1832	BUSINESS MANAGER, CITY COLLEGE	1650	18
8336	BUSINESS MANAGER, JUVENILE COURT	1650	17
3104	BUSINESS MANAGER, RECREATION AND PARK DEPARTMENT	1650	18
9385	BUSINESS SERVICE OFFICER, PORT OF SAN FRANCISCO	1650	17
9187	CABLE CAR DIVISION MANAGER	9144	121
7223	CABLE MACHINERY SUPERVISOR	7334	88
7275	CABLE SPLICER SUPERVISOR I	7345	92
7308	CABLE SPLICER	7345	92
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	1444	12
R101	CAMP ASSISTANT	3284	62
R102	CAMP MANAGER	3284	63
8272	CAMPUS CONTROL AIDE II	8226	111
7224	CAR AND AUTO PAINTER SUPERVISOR I	7346	93
7300	CAR AND AUTO PAINTER	7346	93
7226	CARPENTER SUPERVISOR I	7344	90
7272	CARPENTER SUPERVISOR II	7344	90
7344	CARPENTER	7344	89
4378	CASH MANAGEMENT AND INVESTMENT OFFICER	1822	28
4320	CASHIER I	1444	13
4321	CASHIER II	1444	13
4322	CASHIER III	1444	13
4372	CASHIER, TAX COLLECTOR	1444	14
4362	CASHIER, WATER DEPARTMENT	1444	14
7227	CEMENT MASON SUPERVISOR I	7514	105
7211	CEMENT MASON SUPERVISOR II	7514	105
7311	CEMENT MASON	7514	104
2394	CENTRAL PROCESSING AND DISTRIBUTION SUPERVISOR	2320	40
2390	CENTRAL SUPPLY PROCESSING AND DISTRIBUTION TECHNICIAN	2312	38
Y 51	CERAMIST	3284	62
7312	CHAUFFEUR	7355	96

O 1	CHAUFFEUR, PASSENGER	7355	96
2656	CHEF	2604	52
1658	CHIEF ACCOUNTANT	1650	17
1182	CHIEF ADMINISTRATIVE OFFICER	1822	38
8436	CHIEF ADULT PROBATION OFFICER	8440	118
4269	CHIEF APPRAISER	4261	73
4282	CHIEF ASSISTANT ASSESSOR	4261	73
1144	CHIEF ASSISTANT CLERK, BOARD OF SUPERVISORS	8152	2
1680	CHIEF ASSISTANT CONTROLLER	1650	18
4384	CHIEF ASSISTANT TREASURER	1822	38
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)	8176	108
8184	CHIEF ATTORNEY II	8176	108
6334	CHIEF BUILDING INSPECTOR	7344	90
B 68	CHIEF CLERK	1444	15
1410	CHIEF CLERK	1444	6
2578	CHIEF CLINICAL PSYCHOLOGIST	2574	49
2812	CHIEF DEPUTY REGISTRAR OF VITAL STATISTICS	1444	9
1129	CHIEF DEPUTY REGISTRAR OF VOTERS-RECORDER	1822	26
8314	CHIEF DEPUTY SHERIFF, JAIL	8304	118
2626	CHIEF DIETITIAN	2624	53
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR	8146	187
6250	CHIEF ELECTRICAL INSPECTOR	7345	90
8236	CHIEF FIRE ALARM DISPATCHER	8238	113
9379	CHIEF HARBOR ENGINEER	5204	74
Y 42	CHIEF INSTALLER	3542	67
4340	CHIEF INVESTIGATOR, TAX COLLECTOR	1444	14
1115	CHIEF INVESTMENT OFFICER	1822	29
3638	CHIEF LIBRARIAN	3630	70
2584	CHIEF MEDICAL EXAMINER - CORONER	2580	49
2466	CHIEF MICROBIOLOGIST	2444	43
8230	CHIEF MUSEUM GUARD	8226	111
3525	CHIEF MUSEUM PREPARATOR	3542	67
3430	CHIEF NURSERY SPECIALIST	7514	105
2344	CHIEF OF SURGERY NURSES	2320	41
1880	CHIEF OF SYSTEMS	1872	31
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR'S OFFICE	4261	72
0172	CHIEF OPERATING ENGINEER	7334	88
1226	CHIEF PAYROLL AND PERSONNEL CLERK	1444	6
4226	CHIEF PERSONAL PROPERTY AUDITOR	1650	17
6244	CHIEF PLUMBING INSPECTOR	7347	95
8418	CHIEF PROBATION OFFICER, JUVENILE COURT	8440	118
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	2910	60
2490	CHIEF PUBLIC HEALTH CHEMIST	2486	46
2431	CHIEF RADIOLOGIC TECHNOLOGIST	2426	42
2283	CHIEF RESIDENT	2275	37
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR	6120	85
7205	CHIEF STATIONARY ENGINEER	7334	88
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT	7334	88
5216	CHIEF SURVEYOR	5204	77
1710	CHIEF TELEPHONE OPERATOR	1444	8

9125	CHIEF TRANSIT INFORMATION CLERK	9122	119
5176	CHIEF VALUATION AND RATE ENGINEER	5204	79
7204	CHIEF WATER SERVICE INSPECTOR	1466	16
9357	CHIEF WHARFINGER	1444	10
9384	CHIEF, BUREAU OF ADMINISTRATION FINANCE, PORT	1650	18
9218	CHIEF, BUREAU OF AIRPORT SECURITY	8204	109
6126	CHIEF, BUREAU OF ENVIRONMENTAL HEALTH SERVICES	6120	85
2824	CHIEF, BUREAU OF HEALTH EDUCATION	2822	57
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES	1822	29
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS	1804	23
5181	CHIEF, BUREAU OF SANITARY ENGINEERING	5204	79
8161	CHIEF, FAMILY SUPPORT BUREAU	8146	107
2925	CHIEF, MEDICAL SOCIAL SERVICES	2910	60
4328	CHIEF, PARKING METER COLLECTIONS	1444	14
2944	CHILD WELFARE SUPERVISOR	2910	60
2940	CHILD WELFARE WORKER	2910	59
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT	2604	51
2674	CHILDREN'S CENTER HOUSEPARENT	2604	51
2670	CHILDREN'S CENTER KITCHEN HELPER	2604	51
2562	CHIROPRACTIC CONSULTANT	2556	47
9411	CITIZEN PARTICIPATION REHABILITATION MONITOR	5278	82
2975	CITIZEN'S COMPLAINT OFFICER	2996	61
5124	CITY ARCHITECT	5268	80
3644	CITY ARCHIVIST	3630	70
8197	CITY ATTORNEY	8176	108
3592	CITY COLLEGE READER	3593	69
5160	CITY DISTRIBUTION DIVISION MANAGER	5204	79
5158	CITY DISTRIBUTION DIVISION, ASSISTANT MANAGER	5204	78
5182	CITY ENGINEER AND DEPUTY DIRECTOR OF PUBLIC WORKS	5204	79
3670	CITY LIBRARIAN	3630	71
5328	CITY PLANNING GRAPHICS AIDE	5204	74
5330	CITY PLANNING GRAPHICS SUPERVISOR	5204	75
5276	CITY PLANNING INTERN	5278	82
7277	CITY SHOPS ASSISTANT SUPERINTENDENT	7332	86
7150	CITY SHOPS GENERAL SUPERINTENDENT	7332	86
5208	CIVIL ENGINEER	5204	77
5360	CIVIL ENGINEERING ASSISTANT I	5204	74
5362	CIVIL ENGINEERING ASSISTANT II	5204	74
5364	CIVIL ENGINEERING ASSOCIATE I	5204	75
9157	CLAIMS ADJUSTER	9144	120
8141	CLAIMS ADJUSTER, RETIREMENT SYSTEM	8146	107
9155	CLAIMS INVESTIGATOR	9144	120
1474	CLAIMS PROCESS CLERK	1444	7
8156	CLAIMS RECORDS SUPERVISOR	1444	9
1494	CLERK I	1444	7
1495	CLERK II	1444	7
1496	CLERK III	1444	8
1146	CLERK OF THE BOARD, LEGISLATIVE ADMIN. AND CITY CLERK	0152	1
1444	CLERK STENOGRAPHER	1444	11
1424	CLERK TYPIST	1444	10

1404	CLERK	1444	7
2444	CLINICAL LABORATORY TECHNOLOGIST	2444	43
2323	CLINICAL NURSE SPECIALIST	2320	40
2454	CLINICAL PHARMACIST	2450	45
2574	CLINICAL PSYCHOLOGIST	2574	48
1902	CLOTHING ROOM ATTENDANT	2708	54
1948	CODING SUPERVISOR, PURCHASING DEPARTMENT	1934	33
4366	COLLECTION SUPERVISOR, WATER DEPARTMENT	1444	14
4306	COLLECTIONS CLERK	1444	13
3591	COLLEGE AIDE	3593	69
1116	COMMERCIAL DIVISION ASSISTANT MANAGER	1444	15
1118	COMMERCIAL DIVISION MANAGER	1444	15
9396	COMMERCIAL PROPERTY MANAGER	4261	72
7257	COMMUNICATION LINE SUPERVISOR I	7345	91
7273	COMMUNICATION LINE WORKER SUPERVISOR II	7345	92
9990	COMMUNITY LIAISON OFFICER (FACE)	1314	5
2987	COMMUNITY REPRESENTATIVE, OFFICE OF AGING	2910	59
2951	COMMUNITY SERVICES COORDINATOR	2910	60
9971	COMMUNITY WORKER	2910	59
8166	COMPENSATION CLAIMS SUPERVISOR	8146	107
9307	COMPUTER OPERATIONS SUPERVISOR, PORT	1872	31
3332	CONCESSIONS AND AMUSEMENTS ASSISTANT SUPERVISOR	1444	13
3334	CONCESSIONS, AMUSEMENT AND CAMP SUPERVISOR	1444	14
8134	CONFIDENTIAL CRIME REPORTER	1444	12
1512	CONFIDENTIAL SECRETARY AND EXEC. ASST. TO PUB. DEFENDER.	1444	12
1518	CONFIDENTIAL SECRETARY TO ASSESSOR	1822	26
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY	1822	27
1502	CONFIDENTIAL SECRETARY TO DIRECTOR, PARKING AUTHORITY	1444	12
1520	CONFIDENTIAL SECRETARY TO DISTRICT ATTORNEY	1444	12
1506	CONFIDENTIAL SECRETARY TO SHERIFF	1822	28
1514	CONFIDENTIAL SECRETARY TO SUPERINTENDENT OF SCHOOLS	1444	12
1516	CONFIDENTIAL SECRETARY TO SUPERINTENDENT, SFCCD	1444	12
1500	CONFIDENTIAL SECRETARY TO THE BUDGET DIR. AND ANALYST	1444	11
9360	CONSTRUCTION AND MAINTENANCE SUPERVISOR II, PORT	7344	89
6318	CONSTRUCTION INSPECTOR	5204	77
1668	CONSUMER ACCOUNTS ASSISTANT SUPERVISOR	1444	9
1670	CONSUMER ACCOUNTS SUPERVISOR	1444	10
1330	CONSUMER RELATIONS REPRESENTATIVE	1444	9
1332	CONSUMER RELATIONS SUPERVISOR	1444	9
1853	CONTROL CLERK, ELECTRONIC DATA PROCESSING	1736	20
1858	CONTROL SUPERVISOR, ELECTRONIC DATA PROCESSING	1736	20
1682	CONTROLLER	1650	18
8192	CONTROLLER'S LEGAL COUNSEL	8176	108
4130	CONVENTION FACILITIES ASSISTANT MANAGER	4261	72
4132	CONVENTION FACILITIES MANAGER	4261	73
2654	COOK	2604	51
2632	COOK-MANAGER, ELEMENTARY SCHOOL	2604	51
2634	COOK-MANAGER, SECONDARY SCHOOL	2604	51
9405	COORDINATING PROGRAM MONITOR, CITY DEMONSTRATION AGENCY.	5278	82
5408	COORDINATOR OF CITIZEN INVOLVEMENT	5278	82

2570	COORDINATOR OF VOCATIONAL REHABILITATION SERVICE, CMHS..	2574	48
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	3630	71
3640	COORDINATOR, CHILDRENS LIBRARY ACTIVITIES.....	3630	70
1186	COORDINATOR, COMMISSION ON STATUS OF WOMEN.....	2996	61
2991	COORDINATOR, HUMAN RIGHTS COMMISSION.....	2996	61
5414	COORDINATOR, OPEN SPACE AND PARK RENOVATION.....	5278	83
2524	CORONER'S ESTATE INVESTIGATOR.....	2580	49
2580	CORONER'S INVESTIGATOR.....	2580	49
5370	COST ESTIMATOR.....	5204	75
8318	COUNSELOR II.....	8320	116
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	8320	116
8320	COUNSELOR-JUVENILE HALL.....	8320	116
3456	COUNTY AGRIC. COMMISSIONER & SEALER OF WEIGHTS-MEASURES.	3450	66
1142	COUNTY CLERK.....	1822	28
8138	COURT REPORTER.....	1444	12
B152	COURT ROOM CLERK.....	B152	1
3260	CRAFTS INSTRUCTOR.....	3284	63
7423	CRIBBER ASSISTANT SUPERVISOR.....	7514	104
7422	CRIBBER.....	7514	104
8450	CRIMINAL JUSTICE SPECIALIST I.....	8440	117
8452	CRIMINAL JUSTICE SPECIALIST II.....	8440	117
8454	CRIMINAL JUSTICE SPECIALIST III.....	8440	117
8262	CRIMINALIST.....	8260	114
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.....	2320	40
3541	CURATOR I.....	3542	67
3542	CURATOR II.....	3542	67
3544	CURATOR III.....	3542	67
3546	CURATOR IV.....	3542	68
3262	CURATOR OF ARTS AND CRAFTS, JUNIOR MUSEUM.....	3284	63
3548	CURATOR OF NATURAL SCIENCE, JUNIOR MUSEUM.....	3284	63
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	3320	65
3547	CURATOR V.....	3542	68
3540	CURATORIAL AIDE.....	3542	67
Y 14	CURATORIAL ASSISTANT.....	3542	67
2716	CUSTODIAL ASSISTANT SUPERVISOR.....	2708	54
2718	CUSTODIAL SUPERVISOR I.....	2708	55
2708	CUSTODIAN.....	2708	54
3238	DANCE INSTRUCTOR.....	3284	63
1720	DATA ENTRY OPERATOR.....	1720	19
1876	DATA PROCESSING PROGRAMMING AND SYSTEMS SUPERVISOR.....	1872	31
9162	DAY TRANSIT DISPATCHER.....	9144	120
9334	DECKHAND, TUGS AND DREDGES.....	7355	96
4346	DELINQUENT REVENUE ASSISTANT SUPERVISOR.....	1444	14
4348	DELINQUENT REVENUE SUPERVISOR.....	1444	14
2202	DENTAL AIDE.....	2426	42
2204	DENTAL HYGIENIST.....	2426	42
2210	DENTIST.....	2230	35
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	1242	3
1270	DEPARTMENTAL PERSONNEL OFFICER.....	1242	2
3452	DEPUTY AGRICULTURAL COMMISSIONER.....	3450	66

3587	DEPUTY DIR. FOR ADMINISTRATION AND DEVELOPMENT, MUSEUMS.	1822	28
1164	DEPUTY DIR. OF HEALTH CARE SERVICE AND ADMIN., SFGHMC...	2230	36
3585	DEPUTY DIRECTOR FOR EDUCATION AND EXHIBITIONS, MUSEUMS..	3542	68
5115	DEPUTY DIRECTOR OF PLANNING.....	5278	84
9270	DEPUTY DIRECTOR, BUSINESS ADMINISTRATION, AIRPORT.....	9220	122
8194	DEPUTY DIRECTOR, MAYOR'S CRIMINAL JUSTICE COUNCIL.....	8440	117
9274	DEPUTY DIRECTOR, PLANNING AND DEVELOPMENT, AIRPORT.....	9220	122
9272	DEPUTY DIRECTR, OPERATIONS AND MAINTENANCE, AIRPORT.....	9220	122
5111	DEPUTY FOR DEVELOPMENT.....	1822	29
2972	DEPUTY FOR NEIGHBORHOOD DEVELOPMENT.....		
	EMPLOYMENT CONTRACT COMPLIANCE OFFICER II.....	2910	60
2990	DEPUTY FOR SOCIAL PROGRAMS.....	2910	60
9181	DEPUTY GEN. MANAGER FINANCE + ADMIN. MUNI. TRANS. SYS...	9144	121
9191	DEPUTY GEN. MGR., OPERATIONS MUNICIPAL TRANSIT SYSTEM...	9144	121
9183	DEPUTY GENERAL MANAGER ENGR. AND PLANNING, MUNI RAILWAY.	9144	121
9185	DEPUTY GENERAL MANAGER, OPERATIONS & ADMIN.MUNI RAILWAY.	9144	121
9383	DEPUTY PORT DIRECTOR (MARITIME AFFAIRS).....	1822	29
8304	DEPUTY SHERIFF.....	8304	115
5183	DEPUTY SUPERINTENDENT, BUILDING INSPECTION.....	5204	79
4373	DEPUTY TAX ADMINISTRATOR.....	1822	28
9337	DIESEL TUGBOAT OPERATOR.....	7355	97
2624	DIETITIAN.....	2624	53
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	3542	68
2552	DIRECTOR OF ACTIVITIES THERAPY AND VOLUNTEER SERVICES...	2556	47
9484	DIRECTOR OF ADMINISTRATION, CITY DEMONSTRATION AGENCY...	5278	83
2124	DIRECTOR OF ADMISSIONS, SAN FRANCISCO GENERAL HOSPITAL..	1822	25
9278	DIRECTOR OF AIRPORTS.....	9220	122
4207	DIRECTOR OF ASSESSMENT SERVICES.....	4261	72
1275	DIRECTOR OF CLASSIFIED PERSONNEL AND EMPLOYEE RELATIONS.	1242	3
2250	DIRECTOR OF CLINICAL SERVICES.....	2230	36
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	5278	82
1140	DIRECTOR OF FINANCE AND RECORDS.....	1822	29
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	2624	53
1857	DIRECTOR OF INFORMATION.....	1314	5
8344	DIRECTOR OF INSTITUTION, JUVENILE COURT.....	8320	116
2369	DIRECTOR OF NURSES, LAGUNA HONDA HOSPITAL.....	2320	41
2370	DIRECTOR OF NURSES, SAN FRANCISCO GENERAL HOSPITAL.....	2320	41
1273	DIRECTOR OF PERSONNEL AND STAFF DEVELOPMENT.....	1242	2
5116	DIRECTOR OF PLANNING.....	5278	84
9189	DIRECTOR OF PLANNING, MUNICIPAL TRANSIT SYSTEM.....	9144	121
2882	DIRECTOR OF PROGRAM DEVELOPMENT AND RESEARCH, CMHS.....	2230	35
4150	DIRECTOR OF PROPERTY.....	4261	73
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	2320	41
5190	DIRECTOR OF PUBLIC WORKS.....	5204	79
1162	DIRECTOR OF PURCHASING AND SERVICES.....	1952	34
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR'S OFFICE.....	1444	15
8347	DIRECTOR OF TRAINING PROGRAM SHERIFF'S DEPARTMENT.....	1242	2
1234	DIRECTOR OF TRAINING.....	1242	2
2958	DIRECTOR OF VOCATIONAL DEVELOPMENT AND TRAINING.....	2910	60
2988	DIRECTOR, AGING PROGRAM.....	2910	60

8330 DIRECTOR, BOYS' RANCH SCHOOL..... 8320 116

1274	DIRECTOR, BUREAU OF PERSONNEL AND SAFETY	1242	3
9490	DIRECTOR, CITY DEMONSTRATION AGENCY	5278	83
3562	DIRECTOR, CULTURAL AFFAIRS	1822	36
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	2230	16
8246	DIRECTOR, EMERGENCY SERVICES	1822	17
1282	DIRECTOR, EMPLOYEE RELATIONS DIVISION	1280	4
8185	DIRECTOR, FAMILY SUPPORT BUREAU	8176	198
1168	DIRECTOR, HEALTH CARE SERVICE	2230	96
2986	DIRECTOR, HUMAN RIGHTS COMMISSION	2996	61
8342	DIRECTOR, JUVENILE HALL	8320	116
5105	DIRECTOR, MAINTENANCE AND OPERATIONS, SFUSD	5204	78
2118	DIRECTOR, MEDICAL RECORDS	1444	10
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES	2444	43
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	2910	60
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING	1872	11
3346	DIRECTOR, ZOOLOGICAL ACTIVITIES	3320	65
2970	DIRECTOR,ADMINISTRATIVE SERVICE DEPT OF SOCIAL SERVICES.	1650	17
2806	DISEASE CONTROL INVESTIGATOR	6120	45
8198	DISTRICT ATTORNEY	8176	198
8146	DISTRICT ATTORNEY'S INVESTIGATOR	8146	107
2234	DISTRICT HEALTH OFFICER	2230	16
1278	DIVISION MANAGER, PERSONNEL	1242	3
5156	DIVISION MANAGER, SUBURBAN OPERATIONS	5204	79
8150	DOMESTIC RELATIONS INVESTIGATOR	8146	107
5359	DRAFTING TECHNICIAN TRAINEE	5204	74
3240	DRAMA INSTRUCTOR	3084	63
9335.1	DREDGE LEVER OPERATOR	7355	97
C101	DRESSING ROOM MAID	2708	54
7424	DRYER-MIXER OPERATOR	7355	97
2977	EDUCATION INTEGRATION SPECIALIST	2996	61
1486	EDUCATIONAL CREDENTIALS TECHNICIAN	1444	9
2848	EDUCATIONAL DIRECTOR, PUBLIC HEALTH NURSING	2320	41
1471	ELECTION WORKER	1444	9
1403	ELECTIONS CLERK	1444	8
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR	1444	10
1475	ELECTIONS PLANNING SUPERVISOR	1444	10
1414	ELECTIONS SUPERVISOR	1444	10
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I	7381	101
7319	ELECTRIC MOTOR REPAIRER	7381	100
5240	ELECTRICAL ENGINEER	5204	77
5350	ELECTRICAL ENGINEERING ASSISTANT I	5204	74
5352	ELECTRICAL ENGINEERING ASSISTANT II	5204	74
5354	ELECTRICAL ENGINEERING ASSOCIATE I	5204	75
6248	ELECTRICAL INSPECTOR	7345	91
7432	ELECTRICAL LINE HELPER	7345	91
7338	ELECTRICAL LINE WORKER	7345	91
7131	ELECTRICAL MAINTENANCE AND CONSTRUCTION SUPERINTENDENT	7345	92
7125	ELECTRICAL OPERATION AND MAINT. SUPT. HETCH HETCHY PROJ.	7345	92
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR	7381	101
7380	ELECTRICAL TRANSIT MECHANIC ASSISTANT SUPERVISOR	7381	101

7379	ELECTRICAL TRANSIT MECHANIC	7381	100
7409	ELECTRICAL TRANSIT SERVICE WORKER	7381	100
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I	7381	101
7238	ELECTRICIAN SUPERVISOR I	7345	91
7276	ELECTRICIAN SUPERVISOR II	7345	92
7345	ELECTRICIAN	7345	91
2432	ELECTROCARDIOGRAPH TECHNICIAN	2426	42
2436	ELECTROENCEPHALOGRAPH TECHICIAN I	2426	42
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II	2426	42
1733	ELECTRONIC DATA PROCESSING AIDE	1720	19
1732	ELECTRONIC DATA PROCESSING CENTER SUPERVISOR (RAMAC)	1736	20
1730	ELECTRONIC DATA PROCESSING CTR. ASST. SUPERVISOR(RAMAC)	1736	20
1734	ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR TRAINEE	1736	20
1736	ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR	1736	20
9306	ELECTRONIC DATA PROCESSING PROGRAMMER, PORT	1872	31
1738	ELECTRONIC DATA PROCESSING SHIFT SUPERVISOR OPERATOR	1736	20
7318	ELECTRONIC MAINTENANCE TECHNICIAN	7345	91
7321	ELEVATOR MECHANIC	7334	88
7426	ELEVATOR OPERATOR	8226	111
2907	ELIGIBILITY WORKER SUPERVISOR	2903	58
2903	ELIGIBILITY WORKER	2903	58
2130	EMERGENCY HOSPITAL SERVICE ASSISTANT SUPERINTENDENT	2312	39
2132	EMERGENCY HOSPITAL SERVICE SUPERINTENDENT	2312	39
8247	EMERGENCY PLANNING COORDINATOR	5278	83
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR	2586	50
1280	EMPLOYEE RELATIONS REPRESENTATIVE	1280	4
2992	EMPLOYMENT CONTRACT COMPLIANCE OFFICER I	2996	61
9366	ENGINEERING AIDE, PORT	5204	74
5366	ENGINEERING ASSOCIATE II	5204	75
3590	ENGLISH READER	3593	69
6120	ENVIRONMENTAL HEALTH INSPECTOR	6120	85
5284	ENVIRONMENTAL REVIEW OFFICER	5278	83
1405	EQUALIZATION CLERK	1444	8
1445	EQUALIZATION CLERK-STENOGRAPHER	1444	11
1425	EQUALIZATION CLERK-TYPIST	1444	10
1427	EQUALIZATION RECORDS CONTROL CLERK	1444	8
4230	ESTATE INVESTIGATOR	2580	49
4234	ESTATE TAX SECRETARY	1444	11
4120	EXEC.SEC'Y BD OF TRUSTEES & ASST. MANAGING DIR. WAR MEM.	1822	26
1847	EXECUTIVE AIDE, MAYOR'S OFFICE	1822	25
1550	EXECUTIVE ASSISTANT TO THE BOARD OF EDUCATION	1822	26
1180	EXECUTIVE ASSISTANT TO THE CHIEF ADMINISTRATIVE OFFICER	1822	29
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	1822	27
2126	EXECUTIVE ASSISTANT, COMMUNITY MENTAL HEALTH SERVICES	1822	27
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE	1822	26
3115	EXECUTIVE ASST. TO GENERAL MANAGER, RECREATION AND PARK	3284	64
1110	EXECUTIVE ASST. TO GENERAL MANAGER, RETIREMENT SYSTEM	1822	27
1898	EXECUTIVE DEPUTY FOR PROGRAM AND FISCAL ADMINISTRATION	1822	30
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE	1822	29
1575	EXECUTIVE DIRECTOR, BOARD OF PERMIT APPEALS	1822	28

2999	EXECUTIVE DIRECTOR, COMMISSION OF THE AGING.....	2910	60
8470	EXECUTIVE DIRECTOR, COUNTY PAROLE COMMISSION.....	8440	117
1108	EXECUTIVE DIRECTOR, HEALTH SERVICE SYSTEM.....	1822	28
8195	EXECUTIVE DIRECTOR, MAYOR'S CRIMINAL JUSTICE COUNCIL....	8440	117
1845	EXECUTIVE REPRESENTATIVE.....	1822	26
3110	EXECUTIVE SEC'Y TO GENERAL MANAGER, RECREATION AND PARK.	1822	27
1574	EXECUTIVE SECRETARY TO THE CONTROLLER.....	1444	12
3566	EXECUTIVE SECRETARY, MUSEUMS.....	1650	17
8157	FAMILY SUPPORT INVESTIGATOR I.....	8146	107
8158	FAMILY SUPPORT INVESTIGATOR II.....	8146	107
8159	FAMILY SUPPORT INVESTIGATOR III.....	8146	107
9114	FARE COLLECTIONS CASHIER.....	9122	119
9110	FARE COLLECTIONS RECEIVER.....	9122	119
9112	FARE COLLECTIONS TELLER.....	9122	119
3402	FARMER.....	7514	103
3480	FARMERS MARKET MANAGER.....	1822	24
7560	FIELD CONSERVATION AIDE.....	7514	103
7562	FIELD CONSERVATION LEADER.....	7514	104
7566	FIELD CONSERVATION SUPERINTENDENT.....	7514	104
7564	FIELD CONSERVATION SUPERVISOR II.....	7514	105
1914	FILM SERVICE TECHNICIAN.....	1934	33
1487	FINANCIAL AIDS ASSISTANT.....	2903	58
8249	FINGERPRINT TECHNICIAN I.....	8260	114
8250	FINGERPRINT TECHNICIAN II.....	8260	114
8251	FINGERPRINT TECHNICIAN III.....	8260	114
8234	FIRE ALARM DISPATCHER.....	8238	113
7323	FIRE DEPARTMENT WATER SYSTEM ASSISTANT SUPERVISOR.....	7347	94
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.....	7347	94
5215	FIRE PROTECTION ENGINEER.....	5204	77
9980	FIRE SAFETY TECHNICIAN.....	8226	111
1650	FISCAL OFFICER, DEPARTMENT OF PUBLIC HEALTH.....	1650	18
2661	FOOD SERVICE ADMINISTRATOR.....	2604	52
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	2624	53
2618	FOOD SERVICE SUPERVISOR.....	2604	51
2604	FOOD SERVICE WORKER.....	2604	51
9346	FUSION WELDER.....	7332	86
3418	GARDENER ASSISTANT SUPERVISOR.....	7514	104
3416	GARDENER.....	7514	104
9159	GENERAL CLAIMS AGENT.....	9144	121
B222	GENERAL CLERK.....	1444	7
B408	GENERAL CLERK-STENOGRAPHER.....	1444	11
B512	GENERAL CLERK-TYPIST.....	1444	10
7215	GENERAL LABORER SUPERVISOR I.....	7514	104
7514	GENERAL LABORER.....	7514	103
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMMISSION.....	1822	30
1150	GENERAL MANAGER, DEPARTMENT OF ELECTRICITY.....	7345	92
2974	GENERAL MANAGER, DEPARTMENT OF SOCIAL SERVICES.....	2910	60
5144	GENERAL MANAGER, HETCH HETCHY PROJ. & UTIL.ENGR.BUREAU..	1822	29
9186	GENERAL MANAGER, MUNICIPAL TRANSIT SYSTEM.....	9144	121
1292	GENERAL MANAGER, PERSONNEL.....	1242	3

3140	GENERAL MANAGER, RECREATION AND PARK DEPARTMENT	3284	64
2786	GENERAL SERVICES MANAGER	2708	55
2742	GENERAL SERVICES SUPERVISOR	2708	55
7325	GENERAL UTILITY MECHANIC	7381	100
7233	GLAZIER SUPERVISOR I	7344	89
7326	GLAZIER	7344	89
3226	GOLF COURSE STARTER	3284	62
3230	GOLF DIRECTOR	3284	64
7327	GRANITE CUTTER	7514	103
5322	GRAPHIC ARTIST	5204	74
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS	7514	103
2546	HANDICRAFT INSTRUCTOR	2556	47
9352	HARBOR POLICE CAPTAIN	8204	109
9351	HARBOR POLICE SERGEANT	8204	109
9350	HARBOR POLICEMAN	8204	109
1656	HEAD ACCOUNTANT	1650	17
9242	HEAD AIRPORT ELECTRICIAN	7345	92
3324	HEAD ANIMAL KEEPER	3320	65
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL	8176	108
8234	HEAD CLERK	1444	9
9336	HEAD DREDGE LEVER OPERATOR	7355	97
7351	HEAD MEAT CUTTER	2604	52
2322	HEAD NURSE	2320	40
2342	HEAD NURSE, SURGERY	2320	40
8210	HEAD PARK PATROL OFFICER	8204	109
1774	HEAD PHOTOGRAPHER	1770	22
2119	HEALTH CARE ANALYST	1822	26
2822	HEALTH EDUCATOR	2822	57
2589	HEALTH PROGRAM COORDINATOR I	2586	50
2591	HEALTH PROGRAM COORDINATOR II	2586	50
2593	HEALTH PROGRAM COORDINATOR III	2586	50
2585	HEALTH WORKER I	2586	50
2586	HEALTH WORKER II	2586	50
2587	HEALTH WORKER III	2586	50
2588	HEALTH WORKER IV	2586	50
6235	HEAT AND VENTILATION INSPECTOR	7334	88
7108	HEAVY EQUIPMENT OPERATIONS ASSISTANT SUPERVISOR	7355	97
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR	7355	97
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR	7381	100
5140	HETCH HETCHY PROJECT ASSISTANT GENERAL MANAGER	5204	78
5138	HETCH HETCHY PROJECT SUPERINTENDENT OF OPERATIONS	5204	78
2420	HISTOLOGY TECHNICIAN	2312	39
7428	HODCARRIER	7514	104
2994	HOMEMAKER	2910	59
2908	HOSPITAL ELIGIBILITY WORKER	2903	58
2909	HOSPITAL ELIGIBILTY SUPERVISOR	2903	58
6125	HOSPITAL HEALTH AND SAFETY OFFICER	6120	85
2706	HOUSEKEEPER	2708	54
5308	HYDROGRAPHER	5204	75
5320	ILLUSTRATOR AND ART DESIGNER	5268	80

7520	INCINERATOR OPERATOR	2708	54
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNICIPAL RAILWAY	8146	107
2504	INHALATION THERAPIST	2556	47
4240	INHERITANCE TAX EXAMINER	1444	14
3424	INSECTICIDE SPRAY OPERATOR	7514	104
6220	INSPECTOR OF WEIGHTS AND MEASURES	3450	66
8206	INSTITUTION POLICE CAPTAIN	8204	109
8205	INSTITUTION POLICE SERGEANT	8204	109
8204	INSTITUTION POLICEMAN	8204	109
7524	INSTITUTION UTILITY WORKER	2708	54
2120	INSTITUTIONAL ADMITTING OFFICER	2312	39
8209	INSTITUTIONAL POLICE LIEUTENANT	8204	109
3593	INSTRUCTIONAL AIDE I	3593	69
3594	INSTRUCTIONAL AIDE II	3593	69
2350	INSTRUCTOR OF NURSING	2320	40
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	5278	82
2273	INTERNE	2275	37
1920	INVENTORY CLERK	1444	8
4334	INVESTIGATOR, TAX COLLECTOR	1444	14
3404	JAIL FARM SUPERVISOR	7514	103
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	2708	55
2720	JANITORIAL SERVICES SUPERVISOR	2708	55
1626	JUNIOR ACCOUNT CLERK	1444	12
1820	JUNIOR ADMINISTRATIVE ANALYST	1822	24
5202	JUNIOR CIVIL ENGINEER	5204	75
1442	JUNIOR CLERK STENOGRAPHER	1444	11
1422	JUNIOR CLERK TYPIST	1444	10
1402	JUNIOR CLERK	1444	7
5234	JUNIOR ELECTRICAL ENGINEER	5204	75
5271	JUNIOR LANDSCAPE ARCHITECT	5274	81
1840	JUNIOR MANAGEMENT ASSISTANT	1822	24
5250	JUNIOR MECHANICAL ENGINEER	5204	75
3285	JUNIOR MUSEUM DIRECTOR	3284	64
2484	JUNIOR PUBLIC HEALTH CHEMIST	2486	46
7333	JUNIOR STATIONARY ENGINEER	7334	87
5220	JUNIOR WATER PURIFICATION ENGINEER	5204	75
2404	LABORATORY APPRENTICE	2312	38
2402	LABORATORY HELPER	2312	38
2401	LABORATORY TRAINEE	2444	43
3406	LAND USE AIDE	4261	72
5274	LANDSCAPE ARCHITECT	5274	81
3440	LANDSCAPING AND STREET PLANTING SUPERVISOR	7514	105
2782	LAUNDRY SUPERINTENDENT	2760	56
2780	LAUNDRY WORKER SUPERVISOR	2760	56
2760	LAUNDRY WORKER	2760	56
B160	LAW CLERK	B152	1
8106	LEGAL PROCESS CLERK	B152	1
B410	LEGAL STENOGRAPHER	1444	11
1458	LEGAL STENOGRAPHER	1444	11
8118	LEGISLATION CLERK	B152	1

8116	LEGISLATIVE CALENDAR CLERK	B152	1
1459	LEGISLATIVE SECRETARY, BOARD OF EDUCATION	1444	11
3630	LIBRARIAN I	3630	70
3632B	LIBRARIAN II ASIAN ART	3630	70
3632A	LIBRARIAN II FINE ARTS	3630	70
3632	LIBRARIAN II	3630	70
3634	LIBRARIAN III	3630	70
3611	LIBRARY ASSISTANT (NEW CAREERS)	3630	70
3610	LIBRARY ASSISTANT	3630	70
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY	3630	70
3602	LIBRARY PAGE	3630	70
3616	LIBRARY TECHNICAL ASSISTANT I	3630	70
3618	LIBRARY TECHNICAL ASSISTANT II	3630	70
4336	LICENSE BUREAU ASSISTANT SUPERVISOR	1444	13
4338	LICENSE BUREAU SUPERVISOR	1444	14
2312	LICENSED VOCATIONAL NURSE	2312	38
R110	LIFEGUARD	3284	63
7510	LIGHTING FIXTURE MAINTENANCE WORKER	7345	91
6252	LINE INSPECTOR	7345	91
3202	LOCKER ROOM ATTENDANT	3284	62
7236	LOCKSMITH SUPERVISOR I	7344	90
7342	LOCKSMITH	7344	89
1644	MACHINE ACCOUNTING TECHNICIAN	1444	13
7123	MACHINE SHOP AND PARKING METER SUPERINTENDENT	7332	86
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	1760	21
7102	MAINTENANCE AND REPAIR ASST. SUPT. HETCH HETCHY PROJECT.	7344	90
7124	MAINTENANCE AND REPAIR SUPT. HETCH HETCHY PROJECT	7344	90
7219	MAINTENANCE ESTIMATOR AND SCHEDULER	7344	89
7434	MAINTENANCE MACHINIST HELPER	7332	86
7258	MAINTENANCE MACHINIST SUPERVISOR I	7332	86
7332	MAINTENANCE MACHINIST	7332	86
1815	MANAGEMENT AIDE	1822	27
1825	MANAGEMENT ANALYST	1822	27
1842	MANAGEMENT ASSISTANT	1822	24
9373	MANAGER OF MARKETING	1314	5
9394	MANAGER OF TRADE DEVELOPMENT AND COMMUNICATIONS	1314	5
1890	MANAGER, DATA PROCESSING, SFUSD	1872	31
1719	MANAGER, ELECTRONIC DATA PROCESSING OPERATIONS DIVISION.	1736	20
4122	MANAGING DIRECTOR, WAR MEMORIAL	1822	28
9702	MANPOWER SPECIALIST I	1242	2
9704	MANPOWER SPECIALIST II	1242	2
9706	MANPOWER SPECIALIST III	1242	2
9708	MANPOWER SPECIALIST IV	1242	2
3232	MARINA ASSISTANT MANAGER	8204	109
3234	MARINA MANAGER	8204	109
4250	MARINE APPRAISER	4261	72
9115	MARINE FIREMAN	7355	96
9111	MARINE PATROL OFFICER	8226	111
3582	MARITIME MUSEUM DIRECTOR	3542	67
9376	MARKET RESEARCH SPECIALIST, PORT	1822	26

1924	MATERIALS AND SUPPLIES SUPERVISOR	1934	33
5304	MATERIALS TESTING AIDE	5204	74
5305	MATERIALS TESTING TECHNICIAN	5204	74
1190	MAYOR	1822	24
1848	MAYOR'S PROGRAM CONSULTANT	1822	24
1849	MAYOR'S PROGRAM MANAGER	1822	24
1851	MAYOR'S SENIOR PROGRAM MANAGER	1650	17
7350	MEAT CUTTER	2604	51
6309	MECHANICAL CONSTRUCTION INSPECTOR	5204	75
5256	MECHANICAL ENGINEER	5204	77
5342	MECHANICAL ENGINEERING ASSISTANT I	5204	74
5344	MECHANICAL ENGINEERING ASSISTANT II	5204	74
5346	MECHANICAL ENGINEERING ASSOCIATE I	5204	75
7104	MECHANICAL SHOP AND EQUIPMENT ASSISTANT SUPERINTENDENT	7381	100
7126	MECHANICAL SHOP AND EQUIPMENT SUPERINTENDENT	7381	101
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	2230	35
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR	1444	9
8170	MEDICAL CLAIMS SUPERVISOR	1444	10
1464	MEDICAL CLERK STENOGRAPHER	1444	11
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL	2230	35
2430	MEDICAL EXAMINATIONS ASSISTANT	2426	42
3658	MEDICAL LIBRARIAN	3630	70
2110	MEDICAL RECORDS CLERK	1444	8
3650	MEDICAL RECORDS LIBRARIAN	1444	6
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR	1444	9
2112	MEDICAL RECORDS TECHNICIAN	1444	9
2924	MEDICAL SOCIAL WORK SUPERVISOR	2910	60
2920	MEDICAL SOCIAL WORKER	2910	59
2528	MEDICAL STEWARD	2312	39
1440	MEDICAL TRANSCRIBER TYPIST	1444	11
1836	MEMBERSHIP REPRESENTATIVE, HEALTH SERVICE SYSTEM	1822	25
2823	MENTAL HEALTH EDUCATOR	2822	57
1490	MESSAGE CENTER SUPERVISOR	1444	8
7389	METALSMITH	7332	86
1466	METER READER	1466	16
2462	MICROBIOLOGIST	2444	43
1750	MICROPHOTO TECHNICIAN	1760	21
1854	MINI-PARK PROGRAM COORDINATOR	3284	64
2520	MORGUE ATTENDANT	2580	49
3539	MULTI-MEDIA TECHNICIAN	3284	63
3419	MUNICIPAL STADIUM GROUNDKEEPER	7514	104
3268	MUNICIPAL STADIUMS MANAGER	1822	25
3529	MUSEUM CONSERVATOR (AVERY BRUNDAGE COLL. OF ASIAN ART)	3542	68
3526	MUSEUM CONSERVATOR ASSISTANT	3542	67
3527	MUSEUM CONSERVATOR ASST.(A.BRUNDAGE COLL. OF ASIAN ART)	3542	67
3528	MUSEUM CONSERVATOR	3542	68
3502	MUSEUM EXHIBIT PACKER AND REPAIRER	3542	67
3550	MUSEUM EXHIBITION DESIGNER	3542	67
8226	MUSEUM GUARD	8226	111
3534	MUSEUM PHOTOGRAPHER	1770	22

3529	MUSEUM PREPARATOR	3542	67
3556	MUSEUM REGISTRAR	3542	67
8231	MUSEUM SERVICES CO-ORDINATOR	8226	112
3246	MUSIC ASSISTANT	3284	63
3614	MUSIC LIBRARIAN	3284	62
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE	7514	103
2328	NURSE PRACTITIONER	2320	40
3428	NURSERY SPECIALIST	7514	104
2324	NURSING SUPERVISOR	2320	40
2326	NURSING SUPERVISOR, PSYCHIATRIC	2320	40
2846	NUTRITIONIST	2624	53
2548	OCCUPATIONAL THERAPIST	2556	47
1760	OFFSET MACHINE OPERATOR	1760	21
C252	OPERA HOUSE ATTENDANT	2708	54
7328	OPERATING ENGINEER, UNIVERSAL	7355	96
2340	OPERATING ROOM NURSE	2320	40
2310	OPERATING ROOM TECHNICIAN	2312	38
1829	OPERATIONS ANALYST	1822	24
2560	OPTOMETRIC CONSULTANT	2556	47
2561	OPTOMETRIST	2556	47
3250	ORCHESTRA INSTRUCTOR	3284	63
2301	ORDERLY TRAINEE	2312	38
2302	ORDERLY	2312	38
Y 6	ORGANIST	3284	62
9342	ORNAMENTAL IRON WORKER SUPERVISOR I	7332	86
7395	ORNAMENTAL IRON WORKER	7332	86
2514	ORTHOPEDIC TECHNICIAN I	2312	38
2515	ORTHOPEDIC TECHNICIAN II	2312	38
7242	PAINTER SUPERVISOR I	7346	93
7278	PAINTER SUPERVISOR II	7346	93
7346	PAINTER	7346	93
8208	PARK PATROLMAN	8204	109
3422	PARK SECTION SUPERVISOR	7514	105
1104	PARKING AUTHORITY DIRECTOR	1822	27
8214	PARKING CONTROL OFFICER	8214	110
4326	PARKING METER COLLECTION SUPERVISOR	1444	13
4324	PARKING METER COLLECTOR	1444	13
7243	PARKING METER REPAIRER SUPERVISOR I	7384	102
7444	PARKING METER REPAIRER	7384	102
9339	PARKING METER REPAIRER, PORT	7384	102
3350	PARKS SUPERINTENDENT	7514	106
7358	PATTERNMAKER	7344	89
1220	PAYROLL CLERK	1444	6
1218	PAYROLL SUPERVISOR	1444	6
4220	PERSONAL PROPERTY AUDITOR	1650	17
1242	PERSONNEL ANALYST	1242	2
1202	PERSONNEL CLERK	1444	6
1229	PERSONNEL OFFICE SUPERVISOR	1444	6
1201	PERSONNEL TECHNICIAN TRAINEE	1444	6
2450	PHARMACIST	2450	45

2406	PHARMACY HELPER	2312	38
2409	PHARMACY TECHNICIAN	2312	39
1772	PHOTO-LITHOGRAPHER	1760	21
1770	PHOTOGRAPHER	1770	22
3258	PHOTOGRAPHY DIRECTOR	3284	63
3256	PHOTOGRAPHY INSTRUCTOR	3284	63
1927	PHYSICAL EDUCATION ASSISTANT	3284	62
2556	PHYSICAL THERAPIST	2556	47
2230	PHYSICIAN SPECIALIST	2230	35
2220	PHYSICIAN	2230	35
3248	PIANIST	3284	62
7359	PIANO TUNER	3284	62
9330	PILE WORKER	7344	89
9331	PILEDRIVER ENGINE OPERATOR	7355	97
9332	PILEDRIVER SUPERVISOR I	7344	90
7360	PIPE WELDER	7347	94
6262	PLAN CHECKER (ARCHITECTURAL)	5268	80
6264	PLAN CHECKER (ENGINEERING)	5204	77
5277	PLANNER I	5278	82
5278	PLANNER II	5278	82
5292	PLANNER III (ZONING)	5278	83
5280	PLANNER III	5278	82
5280A	PLANNER III, ADMINISTRATIVE	5278	82
5280C	PLANNER III, TRANSPORTATION	5278	83
5280B	PLANNER III, URBAN DESIGN	5278	83
5294	PLANNER IV (ZONING)	5278	83
5282B	PLANNER IV - COMMUNITY PLANNING SPECIALIST	5278	83
5282A	PLANNER IV - URBAN SYSTEMS ANALYST	5278	83
5282	PLANNER IV	5278	83
5297	PLANNER V (ZONING)	5278	83
5283	PLANNER V - URBAN DESIGN	5278	83
5412	PLANNING COORDINATOR	5278	82
7361	PLASTERER	7514	105
7213	PLUMBER SUPERVISOR I	7347	94
7239	PLUMBER SUPERVISOR II	7347	94
7347	PLUMBER	7347	94
6242	PLUMBING INSPECTOR	7347	94
8274	POLICE CADET	8214	110
8238	POLICE COMMUNICATIONS DISPATCHER	8238	113
8302	POLICE MATRON	8304	115
9901	POLICE OFFICER SPECIALIST YOUTH PROGRAM	8226	111
1702	POLICE RING-IN OPERATOR	1444	7
8213	POLICE SERVICES AIDE	8214	110
1803	POLICE STATISTICAL CLERK	1444	8
3208	POOL LIFEGUARD	3284	62
9397	PORT DEVELOPMENT CONSULTANT	5278	83
9389	PORT TRAFFIC ANALYST	1822	24
9387	PORT TRAFFIC MANAGER	1822	25
2738	PORTER ASSISTANT SUPERVISOR	2708	54
2740	PORTER SUPERVISOR I	2708	54

2736	PORTER	2708	54
7130	POWER AND PLANT SUPERINTENDENT	7345	92
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I	7345	91
7128	POWER HOUSE SUPERINTENDENT	7364	99
7244	POWER PLANT SUPERVISOR I	7364	99
7363	POWERHOUSE ELECTRICIAN	7345	91
7364	POWERHOUSE OPERATOR	7364	99
1634	PRINCIPAL ACCOUNT CLERK	1444	13
1654	PRINCIPAL ACCOUNTANT	1650	17
1824	PRINCIPAL ADMINISTRATIVE ANALYST	1822	27
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	4261	73
5273	PRINCIPAL ARCHITECT	5268	80
5212	PRINCIPAL CIVIL ENGINEER	5204	79
1450	PRINCIPAL CLERK STENOGRAPHER	1444	11
1408	PRINCIPAL CLERK	1444	9
1281	PRINCIPAL EMPLOYEE RELATIONS REPRESENTATIVE	1280	4
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	6120	85
9117	PRINCIPAL FARE COLLECTIONS RECEIVER	9122	119
4244	PRINCIPAL INHERITANCE TAX EXAMINER	1444	14
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR	1444	14
1461	PRINCIPAL LEGAL STENOGRAPHER	1444	12
3524	PRINCIPAL MUSEUM PREPARATOR	3542	67
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK	1444	6
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	1650	17
1256A	PRINCIPAL PERSONNEL ANALYST (NEW CAREERS PROGRAM)	1242	2
1246	PRINCIPAL PERSONNEL ANALYST	1242	2
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	8146	107
4267	PRINCIPAL REAL PROPERTY APPRAISER	4261	73
3291	PRINCIPAL RECREATION SUPERVISOR	3284	64
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	4261	73
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	1444	12
1726	PRINCIPAL TABULATING MACHINE OPERATOR	1720	19
1216	PRINCIPAL TIMEROLL AUDIT CLERK	1444	6
5233	PRINCIPAL TRAFFIC ENGINEER	5204	79
1480	PRINCIPAL WATER SERVICES CLERK	1444	9
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	8176	108
8419	PRISONER SERVICES COUNSELOR	8440	117
8401	PROBATION ASSISTANT	8440	117
8402	PROBATION OFFICER TRAINEE	8440	117
8440	PROBATION OFFICER	8440	117
8102	PROCESS SERVER	8152	1
9401	PROGRAM MONITOR I, CITY DEMONSTRATION AGENCY	5278	82
9403	PROGRAM MONITOR II, CITY DEMONSTRATION AGENCY	5278	82
9458	PROGRAM SPECIALIST TRAINEE, CITY DEMONSTRATION AGENCY	5278	82
1870	PROGRAMMER ANALYST TRAINEE	1872	31
1872	PROGRAMMER ANALYST	1872	31
1850	PROJECT COORDINATOR, NEIGHBORHOOD YOUTH CORPS	1444	7
1882	PROJECT DIRECTOR, NEIGHBORHOOD YOUTH CORPS	1444	7
1879	PROJECT MANAGER, SPECIAL PROJECT	1872	31
6336	PROPERTY REHABILITATION MANAGER	7344	90

2406	PHARMACY HELPER	2312	38
2409	PHARMACY TECHNICIAN	2312	39
1772	PHOTO-LITHOGRAPHER	1760	21
1770	PHOTOGRAPHER	1770	22
3258	PHOTOGRAPHY DIRECTOR	3284	63
3256	PHOTOGRAPHY INSTRUCTOR	3284	63
1927	PHYSICAL EDUCATION ASSISTANT	3284	62
2556	PHYSICAL THERAPIST	2556	42
2230	PHYSICIAN SPECIALIST	2230	35
2220	PHYSICIAN	2230	35
3248	PIANIST	3284	62
7359	PIANO TUNER	3284	62
9330	PILE WORKER	7344	94
9331	PILEDRIVER ENGINE OPERATOR	7355	97
9332	PILEDRIVER SUPERVISOR I	7344	94
7360	PIPE WELDER	7347	94
6262	PLAN CHECKER (ARCHITECTURAL)	5268	88
6264	PLAN CHECKER (ENGINEERING)	5204	77
5277	PLANNER I	5278	83
5278	PLANNER II	5278	83
5292	PLANNER III (ZONING)	5278	83
5280	PLANNER III	5278	83
5280A	PLANNER III, ADMINISTRATIVE	5278	83
5280C	PLANNER III, TRANSPORTATION	5278	83
5280B	PLANNER III, URBAN DESIGN	5278	83
5294	PLANNER IV (ZONING)	5278	83
5282B	PLANNER IV - COMMUNITY PLANNING SPECIALIST	5278	83
5282A	PLANNER IV - URBAN SYSTEMS ANALYST	5278	83
5282	PLANNER IV	5278	83
5277	PLANNER V (ZONING)	5278	83
5283	PLANNER V - URBAN DESIGN	5278	83
5412	PLANNING COORDINATOR	5278	83
7361	PLASTERER	7514	105
7213	PLUMBER SUPERVISOR I	7347	94
7239	PLUMBER SUPERVISOR II	7347	94
7347	PLUMBER	7347	94
6242	PLUMBING INSPECTOR	7347	94
8274	POLICE CADET	8214	110
8238	POLICE COMMUNICATIONS DISPATCHER	8238	113
8302	POLICE MATRON	8304	115
9901	POLICE OFFICER SPECIALIST YOUTH PROGRAM	8226	111
1702	POLICE RING-IN OPERATOR	1444	7
8213	POLICE SERVICES AIDE	8214	110
1803	POLICE STATISTICAL CLERK	1444	8
3208	POOL LIFEGUARD	3284	62
9397	PORT DEVELOPMENT CONSULTANT	5278	83
9389	PORT TRAFFIC ANALYST	1822	24
9387	PORT TRAFFIC MANAGER	1822	25
2738	PORTER ASSISTANT SUPERVISOR	2708	54
2740	PORTER SUPERVISOR I	2708	54

2736	PORTER	2708	54
7130	POWER AND PLANT SUPERINTENDENT	7345	92
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I	7345	91
7128	POWER HOUSE SUPERINTENDENT	7364	99
7244	POWER PLANT SUPERVISOR I	7364	99
7363	POWERHOUSE ELECTRICIAN	7345	91
7364	POWERHOUSE OPERATOR	7364	99
1634	PRINCIPAL ACCOUNT CLERK	1444	13
1654	PRINCIPAL ACCOUNTANT	1650	17
1824	PRINCIPAL ADMINISTRATIVE ANALYST	1822	27
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	4261	73
5273	PRINCIPAL ARCHITECT	5268	80
5212	PRINCIPAL CIVIL ENGINEER	5204	79
1450	PRINCIPAL CLERK STENOGRAPHER	1444	11
1408	PRINCIPAL CLERK	1444	9
1281	PRINCIPAL EMPLOYEE RELATIONS REPRESENTATIVE	1280	4
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	6120	85
9117	PRINCIPAL FARE COLLECTIONS RECEIVER	9122	119
4244	PRINCIPAL INHERITANCE TAX EXAMINER	1444	14
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR	1444	14
1461	PRINCIPAL LEGAL STENOGRAPHER	1444	12
3524	PRINCIPAL MUSEUM PREPARATOR	3542	67
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK	1444	6
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	1650	17
1256A	PRINCIPAL PERSONNEL ANALYST (NEW CAREERS PROGRAM)	1242	2
1246	PRINCIPAL PERSONNEL ANALYST	1242	2
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	8146	107
4267	PRINCIPAL REAL PROPERTY APPRAISER	4261	73
3291	PRINCIPAL RECREATION SUPERVISOR	3284	64
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	4261	73
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	1444	12
1726	PRINCIPAL TABULATING MACHINE OPERATOR	1720	19
1216	PRINCIPAL TIMEROLL AUDIT CLERK	1444	6
5233	PRINCIPAL TRAFFIC ENGINEER	5204	79
1480	PRINCIPAL WATER SERVICES CLERK	1444	9
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	8176	108
8419	PRISONER SERVICES COUNSELOR	8440	117
8401	PROBATION ASSISTANT	8440	117
8402	PROBATION OFFICER TRAINEE	8440	117
8440	PROBATION OFFICER	8440	117
8102	PROCESS SERVER	8152	1
9401	PROGRAM MONITOR I, CITY DEMONSTRATION AGENCY	5278	82
9403	PROGRAM MONITOR II, CITY DEMONSTRATION AGENCY	5278	82
9458	PROGRAM SPECIALIST TRAINEE, CITY DEMONSTRATION AGENCY	5278	82
1870	PROGRAMMER ANALYST TRAINEE	1872	31
1872	PROGRAMMER ANALYST	1872	31
1850	PROJECT COORDINATOR, NEIGHBORHOOD YOUTH CORPS	1444	7
1852	PROJECT DIRECTOR, NEIGHBORHOOD YOUTH CORPS	1444	7
1879	PROJECT MANAGER, SPECIAL PROJECT	1872	31
6136	PROPERTY REHABILITATION MANAGER	7344	90

8144	PSYCHIATRIC INVESTIGATOR, DISTRICT ATTORNEY'S OFFICE	8146	107
2304	PSYCHIATRIC ORDERLY	2312	38
2936	PSYCHIATRIC SOCIAL WORK DIRECTOR	2910	60
2930	PSYCHIATRIC SOCIAL WORKER	2910	59
2305	PSYCHIATRIC TECHNICIAN	2312	38
2554	PSYSICAL THERAPY AIDE	2556	47
1126	PUBLIC ADMINISTRATOR	1822	28
5102	PUBLIC BUILDINGS MAINTENANCE AND REPAIR ASST. SUPT.	7344	90
5104	PUBLIC BUILDINGS MAINTENANCE AND REPAIR SUPERINTENDENT	7344	90
8196	PUBLIC DEFENDER	8176	108
8142	PUBLIC DEFENDER'S INVESTIGATOR	8146	107
2486	PUBLIC HEALTH CHEMIST	2486	46
2830	PUBLIC HEALTH NURSE	2320	40
2833	PUBLIC HEALTH NURSING ADMINISTRATOR	2320	41
1312	PUBLIC INFORMATION OFFICER	1314	5
1310	PUBLIC RELATIONS ASSISTANT	1444	8
1314	PUBLIC RELATIONS OFFICER	1314	5
9391	PUBLIC RELATIONS REPRESENTATIVE, PORT OF SAN FRANCISCO	1314	5
1341	PUBLIC SERVICE ASSISTANT	1444	7
1344	PUBLIC SERVICE DIRECTOR, MAYOR'S OFFICE	1314	5
9910	PUBLIC SERVICE TRAINEE	1444	7
9941	PUBLIC WORKS AIDE LEADER	7514	103
9940	PUBLIC WORKS AIDE	7514	103
1320	PUBLICITY REPRESENTATIVE	1314	5
1952	PURCHASER	1952	34
1954	PURCHASER, PRINTING	1952	34
3535	RADIO ANNOUNCER - OPERATOR	5204	74
5246	RADIO ENGINEER	5204	77
7367	RADIO TECHNICIAN	5204	75
2425	RADIOLOGIC TECHNOLOGIST I	2426	42
2426	RADIOLOGIC TECHNOLOGIST II	2426	42
2427	RADIOLOGIC TECHNOLOGIST III	2426	42
2423	RADIOLOGIC TECHNOLOGIST INTERN	2426	42
2240	RADIOLOGIST	2230	36
4256	REAL ESTATE ANALYST	4261	73
4261T	REAL PROPERTY APPRAISER TRAINEE	4261	72
4261	REAL PROPERTY APPRAISER	4261	72
4160	REAL PROPERTY LOAN OFFICER	4261	72
9955	RECORDS CLERK	1444	7
3284	RECREATION DIRECTOR	3284	63
3294	RECREATION SUPERINTENDENT	3284	64
3289	RECREATION SUPERVISOR	3284	64
6233	REFRIGERATOR INSPECTOR	7334	88
9392	REGIONAL TRADE PROMOTION REPRESENTATIVE, PORT OF SF	1314	5
2320	REGISTERED NURSE	2320	40
1128	REGISTRAR OF VOTERS-RECORDER	1822	28
2962	REHABILITATION CENTER ASSISTANT MANAGER	8320	116
2964	REHABILITATION CENTER MANAGER	8320	116
2960	REHABILITATION CENTER WORK SUPERVISOR	8320	116
2566	REHABILITATION COUNSELOR	2910	59

8420	REHABILITATION SERVICES COORDINATOR	8440	117
4110	RENTAL PROPERTY SUPERVISOR	4261	72
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION	2996	61
1763	REPRODUCTION SUPERVISOR I	1760	21
1802	RESEARCH ASSISTANT	1804	23
2575	RESEARCH PSYCHOLOGIST	2574	48
2710	RESIDENCE MANAGER	2708	54
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR	6120	85
1112	RETIREMENT SYSTEM GENERAL MANAGER	1822	29
8140	RETIREMENT SYSTEM INVESTIGATOR	8146	107
W108	RIDES ATTENDANT HELPER	3284	62
3306	RIDES ATTENDANT	3284	62
7370	RIGGER	7514	104
4140	RIGHT-OF-WAY AGENT	4261	72
6102	RODENT CONTROL TECHNICIAN	6120	85
9344	ROOFER SUPERVISOR I	7344	89
9343	ROOFER	7344	89
9172	SAFETY AND TRAINING SUPERVISOR, PUC	9144	120
9168	SAFETY INSTRUCTOR, PUC	9144	120
5177	SAFETY OFFICER	5204	77
9393	SALES MANAGER, PORT OF SAN FRANCISCO	1314	5
5248	SANITARY ENGINEER	5204	77
6106	SANITARY ENGINEERING TECHNICIAN	2486	46
3595	SCHOOL AIDE I	3593	69
3597	SCHOOL AIDE II	3593	69
3598	SCHOOL AIDE III	3593	69
5269	SCHOOL ARCHITECTURAL COORDINATOR	5268	80
9972	SCHOOL COMMUNITY RELATIONS ASSISTANT	2996	61
6340	SCHOOL CONSTRUCTION COORDINATOR	5204	77
8201	SCHOOL CROSSING GUARD	8226	111
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I	2708	55
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II	2708	55
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR	2708	54
2727	SCHOOL CUSTODIAN SUPERVISOR I	2708	55
2709	SCHOOL CUSTODIAN	2708	54
5279	SCHOOL FACILITIES NEEDS ANALYST	5278	83
5295	SCHOOL FACILITIES PLANNER	5278	83
7550	SCHOOL FURNITURE SERVICE WORKER	1934	33
3474	SCHOOL GROUNDS SUPERVISOR	7514	104
7209	SCHOOL HEATING AND VENTILATION SUPERVISOR	7334	88
2410	SCHOOL LABORATORY ATTENDANT	3593	69
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	2624	53
2630	SCHOOL LUNCHROOM COOK	2604	51
2615	SCHOOL LUNCHROOM HELPER	2604	51
8203	SCHOOL PATROL AIDE	8226	111
3281	SCHOOL RECREATION AIDE	3284	62
3282	SCHOOL RECREATION DIRECTOR	3284	63
3596	SCHOOL SECURITY AIDE	3593	69
1928	SCHOOL SUPPLIES ANALYST	1952	34
9176	SCHOOL TRANSPORTATION SCHEDULER	9144	120

9178	SCHOOL TRANSPORTATION SUPERVISOR	9144	121
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR	1934	33
1939	SCHOOL WAREHOUSE SUPERVISOR	1934	33
9276	SECRETARY, AIRPORTS COMMISSION	1822	27
1546	SECRETARY, COMMISSION ON THE AGING	1444	12
1540	SECRETARY, FIRE COMMISSION	1822	25
1544	SECRETARY, LIBRARY COMMISSION	1822	26
1548	SECRETARY, SOCIAL SERVICES COMMISSION	1822	26
4331	SECURITY ANALYST	1822	27
9174	SECURITY CHIEF, MUNICIPAL TRANSPORTATION	8226	112
8202	SECURITY GUARD	8226	111
1632	SENIOR ACCOUNT CLERK	1444	13
1652	SENIOR ACCOUNTANT	1650	17
1640	SENIOR ACCOUNTING MACHINE OPERATOR	1444	13
1823	SENIOR ADMINISTRATIVE ANALYST	1822	26
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION	8238	113
3321	SENIOR ANIMAL KEEPER	3320	65
3508	SENIOR AQUARIST	3320	65
5270	SENIOR ARCHITECT	5268	80
1828	SENIOR ASSOCIATE BUDGET ANALYST	1650	17
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL	8176	108
1742	SENIOR BLUEPRINTING MACHINE OPERATOR	1760	21
6238	SENIOR BOILER INSPECTOR	7347	95
7418	SENIOR BOOK REPAIRER	3630	70
6333	SENIOR BUILDING INSPECTOR	7344	90
2392	SENIOR CENTRAL PROCESSING AND DISTRIBUTION TECHNICIAN	2312	39
1217	SENIOR CERTIFICATION CLERK	1444	6
2942	SENIOR CHILD WELFARE WORKER	2910	59
5210	SENIOR CIVIL ENGINEER	5204	78
9156	SENIOR CLAIMS INVESTIGATOR	9144	120
1476	SENIOR CLAIMS PROCESS CLERK	1444	8
1446	SENIOR CLERK STENOGRAPHER	1444	11
1426	SENIOR CLERK TYPIST	1444	10
8228	SENIOR CLERK	1444	8
1406	SENIOR CLERK	1444	8
8412	SENIOR CLERK-STENOGRAPHER	1444	11
8516	SENIOR CLERK-TYPIST	1444	11
2446	SENIOR CLINICAL LABORATORY TECHNOLOGIST	2444	43
4308	SENIOR COLLECTIONS CLERK	1444	13
8136	SENIOR CONFIDENTIAL CRIME REPORTER	1444	12
1855	SENIOR CONTROL CLERK, ELECTRONIC DATA PROCESSING	1736	20
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL	8320	116
8322	SENIOR COUNSELOR-JUVENILE HALL	8320	116
8114	SENIOR COURT CLERK	8152	1
1721	SENIOR DATA ENTRY OPERATOR	1720	19
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	1242	2
8306	SENIOR DEPUTY SHERIFF	8304	115
2808	SENIOR DISEASE CONTROL INVESTIGATOR	6120	85
8152	SENIOR DOMESTIC RELATIONS INVESTIGATOR	8146	107
5242	SENIOR ELECTRICAL ENGINEER	5204	78

6249	SENIOR ELECTRICAL INSPECTOR	7345	92
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN	2426	42
1737	SENIOR ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR	1736	20
1741	SENIOR ELECTRONIC DATA PROCESSING SHIFT SUPERVISOR	1736	20
2946	SENIOR ELIGBILITY WORKER SUPERVISOR	2903	58
2905	SENIOR ELIGIBILITY WORKER	2903	58
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR	6120	85
1407	SENIOR EQUALIZATION CLERK	1444	9
9365	SENIOR ESTIMATOR, HEAVY CONSTRUCTION, PORT	5204	76
9116	SENIOR FARE COLLECTIONS RECEIVER	9122	119
1915	SENIOR FILM SERVICE TECHNICIAN	1934	33
2619	SENIOR FOOD SERVICE SUPERVISOR	2604	51
2606	SENIOR FOOD SERVICE WORKER	2604	51
7330	SENIOR GENERAL UTILITY MECHANIC	7381	101
4242	SENIOR INHERITANCE TAX EXAMINER	1444	14
6222	SENIOR INPECTOR OF WEIGHTS AND MEASURES	3450	66
1922	SENIOR INVENTORY CLERK	1444	8
8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY'S OFFICE	8146	107
4335	SENIOR INVESTIGATOR, TAX COLLECTOR	1444	14
5275	SENIOR LANDSCAPE ARCHITECT	5274	81
2770	SENIOR LAUNDRY WORKER	2760	56
8164	SENIOR LAW CLERK	8152	1
8108	SENIOR LEGAL PROCESS CLERK	8152	1
1460	SENIOR LEGAL STENOGRAPHER	1444	12
8120	SENIOR LEGISLATION CLERK	8152	1
1844	SENIOR MANAGEMENT ASSISTANT	1822	25
4252	SENIOR MARINE APPRAISER	4261	72
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	1934	33
5258	SENIOR MECHANICAL ENGINEER	5204	78
2922	SENIOR MEDICAL SOCIAL WORKER	2910	59
2530	SENIOR MEDICAL STEWARD	2312	39
2464	SENIOR MICROBIOLOGIST	2444	43
1752	SENIOR MICROPHOTO TECHNICIAN	1760	21
2522	SENIOR MORGUE ATTENDANT	2580	49
8228	SENIOR MUSEUM GUARD	8226	111
3522	SENIOR MUSEUM PREPARATOR	3542	67
2550	SENIOR OCCUPATIONAL THERAPIST	2556	47
1762	SENIOR OFFSET MACHINE OPERATOR	1760	21
1120	SENIOR OPDERLY	2312	38
1222	SENIOR PAYROLL AND PERSONNEL CLERK	1444	6
4222	SENIOR PERSONAL PROPERTY AUDITOR	1650	17
1244	SENIOR PERSONNEL ANALYST	1242	2
1204	SENIOR PERSONNEL CLERK	1444	6
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSPITAL	2450	45
2452	SENIOR PHARMACIST, SAN FRANCISCO GENERAL HOSPITAL	2450	45
2408	SENIOR PHARMACY HELPER	2312	38
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	3284	63
2558	SENIOR PHYSICAL THERAPIST	2556	47
2232	SENIOR PHYSICIAN SPECIALIST	2230	35
2222	SENIOR PHYSICIAN	2230	35

6266	SENIOR PLAN CHECKER	5204	77
7365	SENIOR POWERHOUSE OPERATOR	7364	99
8442	SENIOR PROBATION OFFICER	8440	117
1874	SENIOR PROGRAMMER ANALYST	1872	31
2306	SENIOR PSYCHIATRIC ORDERLY	2312	38
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	2910	59
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR	8146	107
2488	SENIOR PUBLIC HEALTH CHEMIST	2486	46
1956	SENIOR PURCHASER	1952	34
7368	SENIOR RADIO TECHNICIAN	5204	76
4265	SENIOR REAL PROPERTY APPRAISER	4261	72
6272	SENIOR RESDENTIAL ENVIRONMENT INSPECTOR	6120	85
9434	SENIOR RESEARCH ASSISTANT, CITY DEMONSTRATION AGENCY	5276	82
4142	SENIOR RIGHT-OF-WAY AGENT	4261	73
6104	SENIOR RODENT CONTROL TECHNICIAN	6120	85
5249	SENIOR SANITARY ENGINEER	5204	78
2478	SENIOR SEWAGE TREATMENT CHEMIST	2486	46
2774	SENIOR SEWING TECHNICIAN	2760	56
7451	SENIOR SHADE AND DRAPERY WORKER	2708	55
2948	SENIOR SOCIAL SERVICE SUPERVISOR	2910	60
2912	SENIOR SOCIAL WORKER	2910	59
1875	SENIOR SOFTWARE ANALYST	1872	31
7335	SENIOR STATIONARY ENGINEER	7334	88
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	7334	88
1806	SENIOR STATISTICIAN	1804	23
1936	SENIOR STOREKEEPER	1934	33
6231	SENIOR STREET INSPECTOR	5204	75
5219	SENIOR STRUCTURAL ENGINEER	5204	78
8435	SENIOR SUPERVISING ADULT PROBATION OFFICER	8440	117
8415	SENIOR SUPERVISING PROBATION OFFICER, JUVENILE COURT	8440	117
3214	SENIOR SWIMMING INSTRUCTOR	3284	63
1864	SENIOR SYSTEMS AND PROCEDURES ANALYST	1872	31
1863	SENIOR SYSTEMS AND PROCEDURES ANALYST, SPECIAL PROJECT	1872	31
1724	SENIOR TABULATING MACHINE OPERATOR	1720	19
1834	SENIOR TAPE LIBRARIAN	1736	20
1708	SENIOR TELEPHONE OPERATOR	1444	7
1228	SENIOR TESTING TECHNICIAN	1444	6
1214	SENIOR TIMEROLL AUDIT CLERK	1444	6
5232	SENIOR TRAFFIC ENGINEER	5204	78
1432	SENIOR TRANSCRIBER TYPIST	1444	11
9124	SENIOR TRANSIT INFORMATION CLERK	9122	119
9171	SENIOR TRANSIT OPERATING INSTRUCTOR	9144	120
9128	SENIOR TRANSIT TRAFFIC CHECKER	9122	119
7385	SENIOR TYPEWRITER REPAIRER	7384	102
2472	SENIOR WATER CHEMIST	2486	46
7317	SENIOR WATER SERVICE INSPECTOR	1466	16
1478	SENIOR WATER SERVICES CLERK	1444	8
8220	SERGEANT-AT-ARMS	8226	111
1470	SERVICES AND SUPPLY ASSISTANT SUPERVISOR	1444	9
1472	SERVICES AND SUPPLY SUPERVISOR	1444	9

5130	SEWAGE TREATMENT PLANT SUPERINTENDENT	5204	78
5134	SEWAGE TREATMENT PLANTS GENERAL SUPERINTENDENT	5204	78
7448	SEWER CLEANER	7514	104
5132	SEWER REPAIR AND SEWAGE TREATMENT SUPERINTENDENT	5204	79
7280	SEWER REPAIR ASSISTANT SUPERINTENDENT	7514	105
7246	SEWER REPAIR SUPERVISOR II	7514	105
6216	SEWER SAFETY INSPECTOR	6120	85
7449	SEWER SERVICE WORKER	7347	94
7383	SEWING MACHINE REPAIRER	7384	102
2772	SEWING TECHNICIAN	2760	56
7450	SHADE AND DRAPERY WORKER	2708	54
7452	SHADE WORKER	2708	54
9345	SHEET METAL SUPERVISOR I, PORT	7344	89
7247	SHEET METAL WORKER SUPERVISOR II	7344	90
7376	SHEET METAL WORKER	7344	89
8350	SHERIFF	8304	115
8312	SHERIFF'S CAPTAIN	8304	115
8303	SHERIFF'S CIVIL PROCESS ASSISTANT	8304	115
8310	SHERIFF'S LIEUTENANT	8304	115
8301	SHERIFF'S PROPERTY KEEPER	8304	115
8308	SHERIFF'S SERGEANT	8304	115
2950	SOCIAL SERVICE DIVISION SUPERVISOR	2910	60
2904	SOCIAL SERVICE TECHNICIAN	2910	59
2901	SOCIAL SERVICES ASSISTANT (NEW CAREERS)	2910	59
2914	SOCIAL WORK SUPERVISOR	2910	59
2906	SOCIAL WORKER TRAINEE	2910	59
2910	SOCIAL WORKER	2910	59
1873	SOFTWARE ANALYST	1872	31
5108	SPECIAL ASSISTANT FOR HOUSING AND RELOCATION	1822	28
5406	SPECIAL ASSISTANT FOR PROGRAM COORDINATOR	5278	82
5404	SPECIAL ASSISTANT FOR PROGRAM DEVELOPMENT	5278	82
1350	SPECIAL ASSISTANT TO THE BOARD OF EDUCATION	1444	8
G 58.1	SPECIAL EXAMINER	1242	2
P103	SPECIAL NURSE	2320	40
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION	2996	61
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION	2996	61
9720	SPECIALIST IN AGING I	2996	61
9722	SPECIALIST IN AGING II	2996	61
9724	SPECIALIST IN AGING III	2996	61
2542	SPEECH PATHOLOGIST	2556	47
3310	STABLE ATTENDANT	3320	65
9730	STAFF AIDE I, SPECIAL PROJECT	1822	24
9732	STAFF AIDE II, SPECIAL PROJECT	1822	24
9998	STAFF AIDE, CETA	1822	24
9734	STAFF ASSISTANT I, SPECIAL PROJECT	1822	24
9736	STAFF ASSISTANT II, SPECIAL PROJECT	1822	24
9738	STAFF ASSISTANT III, SPECIAL PROJECT	1822	25
9740	STAFF ASSISTANT IV, SPECIAL PROJECT	1822	26
9750	STAFF ASSISTANT IX, SPECIAL PROJECT	1822	29
9742	STAFF ASSISTANT V, SPECIAL PROJECT	1822	27

9744	STAFF ASSISTANT VI, SPECIAL PROJECT	1822	28
9746	STAFF ASSISTANT VII, SPECIAL PROJECT	1822	29
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT	1822	29
9752	STAFF ASSISTANT X, SPECIAL PROJECT	1822	29
9754	STAFF ASSISTANT XI, SPECIAL PROJECT	1822	29
9756	STAFF ASSISTANT XII, SPECIAL PROJECT	1822	30
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT	1822	30
7371	STAGE CARPENTER	7344	89
8216	STAGE DOOR ATTENDANT	8226	111
7377	STAGE ELECTRICIAN	7345	91
A170	STAGE PROPERTY MAN	7344	89
C109	STAGEHAND GRIPS, CLEARERS	7344	89
9131	STATION AGENT, MUNICIPAL RAILWAY	9122	119
8217	STATION OFFICER	8304	115
7334	STATIONARY ENGINEER	7334	87
7372	STATIONARY ENGINEER, SEWAGE PLANT	7334	87
1804	STATISTICIAN	1804	21
7349	STEAMFITTER ASSISTANT SUPERVISOR	7347	94
7248	STEAMFITTER SUPERVISOR II	7347	95
7348	STEAMFITTER	7347	94
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS	1444	11
1452	STENOGRAPHIC SECRETARY	1444	11
2502	STERILIZER OPERATOR	2312	38
1934	STOREKEEPER	1934	33
1938	STORES AND EQUIPMENT ASSISTANT SUPERVISOR	1934	33
1940	STORES AND EQUIPMENT SUPERVISOR	1934	33
5365	STREET ASSESSMENT COORDINATOR	4261	72
7530	STREET CLEANER	7514	103
5173	STREET CLEANING AND PLANTING ASSISTANT SUPERINTENDENT	7514	105
5170	STREET CLEANING AND PLANTING SUPERINTENDENT	7514	106
7281	STREET CLEANING SUPERVISOR II	7514	105
6232	STREET INSPECTION SUPERVISOR	5204	75
6230	STREET INSPECTOR	5204	74
5171	STREET REPAIR ASSISTANT SUPERINTENDENT	7355	97
5172	STREET REPAIR SUPERINTENDENT	7355	98
7282	STREET REPAIR SUPERVISOR II	7355	97
7456	STREET SIGNAL REPAIRER	7384	102
5218	STRUCTURAL ENGINEER	5204	78
1400	STUDENT AIDE, NYC	1444	6
2979	STUDENT ASSIGNMENT MANAGER, BOARD OF EDUCATION	1822	26
5380	STUDENT ENGINEERING TRAINEE I	5204	74
5381	STUDENT ENGINEERING TRAINEE II	5204	74
5382	STUDENT ENGINEERING TRAINEE III	5204	74
5149	SUPERINTENDENT OF WATER TREATMENT FACILITIES	7334	88
9364	SUPERINTENDENT, HARBOR MAINTENANCE AND REPAIR	7344	90
M270	SUPERINTENDENT, MACHINE SHOP AND EQUIPMENT, UTILITIES	7381	101
9322	SUPERINTENDENT, STATE BELT RAILROAD	1822	26
9338	SUPERINTENDENT, TUGS AND DREDGES	7355	97
8434	SUPERVISING ADULT PROBATION OFFICER	8440	117
1497	SUPERVISING CLERK I	1444	8

1498	SUPERVISING CLERK II	1444	9
1499	SUPERVISING CLERK III	1444	10
2576	SUPERVISING CLINICAL PSYCHOLOGIST	2574	48
8324	SUPERVISING COUNSELOR, (JUVENILE COURT)	8320	116
1727	SUPERVISING DATA ENTRY OPERATOR	1720	19
7287	SUPERVISING ELECTRONIC MAINTENANCE TECHNICIAN	7345	92
1675	SUPERVISING FISCAL OFFICER MUNICIPAL RAILWAY	1650	18
2233	SUPERVISING PHYSICIAN SPECIALIST	2230	36
2235	SUPERVISING PHYSICIAN SPECIALIST, CHILD PSYCHIATRY	2230	36
8414	SUPERVISING PROBATION OFFICER, JUVENILE COURT	8440	117
2832	SUPERVISING PUBLIC HEALTH NURSE	2320	41
1958	SUPERVISING PURCHASER	1952	34
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I	2426	42
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II	2426	42
1877	SUPERVISING SOFTWARE ANALYST	1872	31
9132	SUPERVISING STATION AGENT MUNICIPAL RAILWAY	9122	119
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS	7514	103
7261	SUPERVISOR OF MAINTENANCE, SF UNIFIED SCHOOL DISTRICT	7344	89
C251	SUPERVISOR OF OPERA HOUSE ATTENDANTS	2708	54
O 54	SUPERVISOR, BUILDINGS AND GROUNDS	7334	87
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS	5204	75
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM	5204	75
2608	SUPPLY ROOM ATTENDENT	2604	51
5184	SUPT. OF BUILDING INSPECTION & PROPERTY CONSERVATION	5204	79
5314	SURVEY PARTY CHIEF	5204	77
5312	SURVEYOR	5204	76
5310	SURVEYOR'S FIELD ASSISTANT	5204	76
3212	SWIMMING INSTRUCTOR	3284	63
3204	SWIMMING POOL CASHIER - CLERK	3284	62
7458	SWITCH REPAIRER	7514	104
1862	SYSTEMS AND PROCEDURES ANALYST	1872	31
1861	SYSTEMS AND PROCEDURES ANALYST, SPECIAL PROJECT	1872	31
1866	SYSTEMS AND PROCEDURES SUPERVISOR	1872	31
1865	SYSTEMS AND PROCEDURES SUPERVISOR, SPECIAL PROJECT	1872	31
1728	TABULATING DIVISION SUPERVISORS	1720	19
1722	TABULATING MACHINE OPERATOR	1720	19
1833	TAPE LIBRARIAN, ELECTRONIC DATA PROCESSING	1736	20
4374	TAX ADMINISTRATOR	1822	29
1745	TECHNICAL INSTRUCTIONAL ASSISTANT COMPUTER SCIENCES	2448	44
3538	TECHNICAL INSTRUCTIONAL ASSISTANT-LANGUAGE LABORATORY	2448	44
3536	TECHNICAL INSTRUCTIONAL ASSISTANT-PERFORMING ARTS	2448	44
1768	TECHNICAL INSTRUCTIONAL ASSISTANT-PHOTOGRAPHY	2448	44
2448	TECHNICAL INSTRUCTIONAL ASSISTANT, BIOLOGICAL SCIENCES	2448	44
2447	TECHNICAL INSTRUCTIONAL ASSISTANT, CHEMISTRY	2448	44
2449	TECHNICAL INSTRUCTIONAL ASSISTANT, PHYSICS	2448	44
5383	TECHNICAL INSTRUCTIONAL ASST. SF COMMUNITY COLLEGE DIST.	2448	44
1488	TECHNICAL INSTRUCTIONAL ASST STUDENT PERSONNEL SERVICES	2448	44
7132	TELCOMMUNICATIONS SUPERVISOR	7345	92
7366	TELECOMMUNICATIONS TECHNICIAN	7345	91
1706	TELEPHONE OPERATOR	1444	7

1868	TELEPROCESSING TECHNICIAN	1736	20
7320	TELEVISION AND ELECTRONICS TECHNICIAN	5204	75
8102	TELLER	1444	13
1227	TESTING TECHNICIAN	1444	6
7378	TILE SETTER	7344	89
1212	TIMEROLL AUDIT CLERK	1444	6
7441	TOOL ROOM MECHANIC AND CUSTODIAN	1934	33
2458	TOXICOLOGIST	2230	39
7283	TRACK MAINTENANCE SUPERINTENDENT MUNICIPAL RAILWAY	7514	184
7251	TRACK MAINTENANCE WORKER SUPERVISOR I	7514	185
7540	TRACK MAINTENANCE WORKER	7514	183
7457	TRAFFIC AND STREET SIGN MAINTENANCE WORKER	7384	107
8215	TRAFFIC CONTROL OFFICER	8214	119
5230	TRAFFIC ENGINEER	5204	77
7454	TRAFFIC SIGNAL OPERATOR	8214	118
5226	TRAFFIC SURVEY CODER-INTERVIEWER	1444	7
5302	TRAFFIC SURVEY TECHNICIAN	5204	74
1232	TRAINING OFFICER	1242	9
1430	TRANSCRIBER TYPIST	1444	10
9104	TRANSIT CAR CLEANER ASSISTANT SUPERVISOR	2708	55
9106	TRANSIT CAR CLEANER SUPERVISOR I	2708	55
9102	TRANSIT CAR CLEANER	2708	54
9152	TRANSIT CONTROL ASSISTANT CHIEF INSPECTOR	9144	120
9154	TRANSIT CONTROL CHIEF INSPECTOR	9144	120
9150	TRANSIT CONTROL DISPATCHER	9144	120
9192	TRANSIT ENVIRONMENTAL COORDINATOR	9144	121
7152	TRANSIT EQUIPMENT SUPERINTENDENT	7332	86
9122	TRANSIT INFORMATION CLERK	9122	119
9170	TRANSIT OPERATING INSTRUCTOR	9144	120
7225	TRANSIT PAINT SHOP SUPERVISOR I	7346	93
5287	TRANSIT PLANNER I	5278	82
5288	TRANSIT PLANNER II	5278	82
5289	TRANSIT PLANNER III	5278	83
5290	TRANSIT PLANNER IV	5278	83
7235	TRANSIT POWER LINE SUPERVISOR I	7345	91
7274	TRANSIT POWER LINE WORKER SUPERVISOR II	7345	92
9118	TRANSIT REVENUE SUPERVISOR	9122	119
9194	TRANSIT SCHEDULE ANALYST	9144	120
9130	TRANSIT SCHEDULE MAKER	9144	120
9134	TRANSIT SCHEDULE SUPERVISOR	9144	120
9144	TRANSIT SERVICE INSPECTOR	9144	120
9126	TRANSIT TRAFFIC CHECKER	9122	119
9136	TRANSIT TRAFFIC SUPERINTENDENT	9144	121
7229	TRANSMISSION LINE SUPERVISOR I	7345	91
7285	TRANSMISSION LINE WORKER SUPERVISOR II	7345	92
9182	TRANSPORTATION ASSISTANT SUPERINTENDENT	9144	121
9965	TRANSPORTATION ASSISTANT	9122	119
9180	TRANSPORTATION DIVISION SUPERINTENDENT	9144	120
9188	TRANSPORTATION EQUIPMENT ENGINEER	5204	77
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR	7381	101

9184	TRANSPORTATION SUPERINTENDENT	9144	121
4390	TREASURER	1822	24
3436	TREE TOPPER SUPERVISOR I	7514	105
3434	TREE TOPPER	7514	104
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL	8176	108
9348	TRUCK CRANE OILER	7355	97
7355	TRUCK DRIVER	7355	97
7384	TYPEWRITER REPAIRER	7384	102
8348	UNDERSHERIFF	8304	115
7387	UPHOLSTERER	7381	100
7463	UTILITY PLUMBER APPRENTICE	7347	94
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR	7347	94
7462	UTILITY PLUMBER HELPER	7347	94
7250	UTILITY PLUMBER SUPERVISOR I	7347	94
7284	UTILITY PLUMBER SUPERVISOR II	7347	95
7388	UTILITY PLUMBER	7347	94
I 53.1	VENDOR HELPER	3284	62
3302	VENDOR	3284	62
2440	VETERINARY LABORATORY TECHNOLOGIST	2312	39
2465	VIROLOGIST	2444	43
1360	VISITORS SERVICE REPRESENTATIVE, SF INTERNAT. AIRPORT	1314	5
2954	VOCATIONAL PSYCHOLOGIST	2574	48
2952	VOCATIONAL SERVICE COUNSELOR	2910	59
2956	VOCATIONAL SERVICE SUPERVISOR	2910	59
1428	WARD CLERK	1444	8
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	7514	103
7134	WATER CONSTRUCTION AND MAINTENANCE SUPERINTENDENT	5204	78
5163	WATER DEPARTMENT ASST. GENERAL MANAGER, ADMINISTRATIVE	1822	29
5166	WATER DEPARTMENT GENERAL MANAGER AND CHIEF ENGINEER	5204	79
5164	WATER DEPT ASST. GENERAL MANAGER & ASST. CHIEF ENGINEER	1822	29
7442	WATER METER REPAIR HELPER	7347	94
7353	WATER METER REPAIRER	7347	94
7240	WATER METER SHOP SUPERVISOR I	7347	94
5161	WATER PURIFICATION ASSISTANT DIVISION MANAGER	5204	77
5162	WATER PURIFICATION DIVISION MANAGER	5204	78
2468	WATER QUALITY BIOLOGIST	2444	43
2471	WATER QUALITY CHEMIST	2486	46
7316	WATER SERVICE INSPECTOR	1466	16
1468	WATER SERVICES CLERK	1444	8
7136	WATER SHOPS AND EQUIPMENT SUPERINTENDENT	7381	101
7270	WATERSHED KEEPER SUPERVISOR	8226	111
7470	WATERSHED KEEPER	8226	111
7542	WATERSHED WORKER (SEASONAL AS NEEDED)	8226	111
7390	WELDER	7332	86
9355	WHARFINGER I	1444	9
9356	WHARFINGER II	1444	10
7393	WINDOW CLEANER ASSISTANT SUPERVISOR	2708	55
7392	WINDOW CLEANER	2708	55
7472T	WIRE ROPE CABLE MAINTENANCE MECHANIC TRAINEE	7334	87
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC	7334	87

2424	X-RAY LABORATORY AIDE.....	2426	42
9954	YOUTH SUMMER AIDE LEADER.....	7514	103
9952	YOUTH SUMMER AIDE.....	7514	103
3340	ZOO DIRECTOR.....	3320	65
2290	ZOO VETERINARIAN.....	3320	65
3342	ZOOLOGIST.....	3320	65

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
18.0	242- 289	526- 629	6316- 7553
18.1	243- 290	529- 631	6342- 7569
18.2	244- 291	531- 633	6368- 7595
18.3	246- 293	535- 637	6421- 7647
18.4	247- 294	537- 639	6447- 7673
18.5	248- 295	539- 642	6473- 7700
18.6	249- 296	542- 644	6499- 7726
18.7	250- 298	544- 648	6525- 7778
18.8	251- 299	546- 650	6551- 7804
18.9	252- 301	548- 655	6577- 7856
19.0	253- 302	550- 657	6603- 7882
19.1	254- 303	552- 659	6629- 7908
19.2	255- 305	555- 663	6656- 7961
19.3	257- 306	559- 666	6708- 7987
19.4	258- 308	561- 670	6734- 8039
19.5	259- 309	563- 672	6760- 8065
19.6	260- 310	566- 674	6786- 8091
19.7	261- 312	568- 679	6812- 8143
19.8	262- 313	570- 681	6838- 8169
19.9	263- 315	572- 685	6864- 8222
20.0	264- 316	574- 687	6890- 8248
20.1	265- 317	576- 690	6917- 8274
20.2	266- 319	579- 694	6943- 8326
20.3	268- 320	583- 696	6995- 8352
20.4	269- 322	585- 700	7021- 8404
20.5	270- 323	587- 703	7047- 8430
20.6	271- 325	589- 707	7073- 8483
20.7	273- 326	594- 709	7125- 8509
20.8	274- 328	596- 713	7151- 8561
20.9	276- 329	600- 716	7204- 8587
21.0	277- 331	603- 720	7230- 8639
21.1	278- 332	605- 722	7256- 8665
21.2	279- 334	607- 726	7282- 8717
21.3	281- 335	611- 729	7334- 8744
21.4	282- 337	613- 733	7360- 8796
21.5	283- 338	616- 735	7386- 8822
21.6	284- 340	618- 740	7412- 8874
21.7	285- 341	620- 742	7439- 8900
21.8	287- 343	624- 746	7491- 8952
21.9	288- 344	626- 748	7517- 8978
22.0	289- 346	629- 753	7543- 9031
22.1	290- 348	631- 757	7569- 9083
22.2	291- 349	633- 759	7595- 9109
22.3	293- 351	637- 763	7647- 9161
22.4	294- 352	639- 766	7673- 9187
22.5	295- 354	642- 770	7700- 9239
22.6	296- 356	644- 774	7726- 9292
22.7	298- 357	648- 777	7778- 9318
22.8	299- 359	650- 781	7804- 9370

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
22.9	301- 360	655- 783	7856- 9396
23.0	302- 362	657- 787	7882- 9448
23.1	303- 364	659- 792	7908- 9500
23.2	305- 365	663- 794	7961- 9527
23.3	306- 367	666- 798	7987- 9579
23.4	308- 368	670- 800	8039- 9605
23.5	309- 370	672- 805	8065- 9657
23.6	310- 372	674- 809	8091- 9709
23.7	312- 374	679- 813	8143- 9761
23.8	313- 375	681- 816	8169- 9788
23.9	315- 377	685- 820	8222- 9840
24.0	316- 379	687- 824	8248- 9892
24.1	317- 381	690- 829	8274- 9944
24.2	319- 383	694- 833	8326- 9996
24.3	320- 384	696- 835	8352-10022
24.4	322- 386	700- 840	8404-10075
24.5	323- 388	703- 844	8430-10127
24.6	325- 390	707- 848	8483-10179
24.7	326- 391	709- 850	8509-10205
24.8	328- 393	713- 855	8561-10257
24.9	329- 394	716- 857	8587-10283
25.0	331- 396	720- 861	8639-10336
25.1	332- 398	722- 866	8665-10388
25.2	334- 400	726- 870	8717-10440
25.3	335- 402	729- 874	8744-10492
25.4	337- 404	733- 879	8796-10544
25.5	338- 406	735- 883	8822-10597
25.6	340- 408	740- 887	8874-10649
25.7	341- 409	742- 890	8900-10675
25.8	343- 411	746- 894	8952-10727
25.9	344- 412	748- 896	8978-10753
26.0	346- 414	753- 900	9031-10805
26.1	348- 416	757- 905	9083-10858
26.2	349- 418	759- 909	9109-10910
26.3	351- 420	763- 914	9161-10962
26.4	352- 422	766- 918	9187-11014
26.5	354- 424	770- 922	9239-11066
26.6	356- 426	774- 927	9292-11119
26.7	357- 428	777- 931	9318-11171
26.8	359- 430	781- 935	9370-11223
26.9	360- 432	783- 940	9396-11275
27.0	362- 434	787- 944	9448-11327
27.1	364- 436	792- 948	9500-11380
27.2	365- 438	794- 953	9527-11432
27.3	367- 440	798- 957	9579-11484
27.4	368- 442	800- 961	9605-11536
27.5	370- 444	805- 966	9657-11588
27.6	372- 446	809- 970	9709-11641
27.7	374- 448	813- 974	9761-11693

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
27.8	375- 469	816- 977	9768-11719
27.9	377- 451	820- 981	9840-11771
28.0	379- 453	824- 985	9892-11823
28.1	381- 455	829- 990	9944-11876
28.2	383- 458	833- 996	9996-11954
28.3	384- 460	835-1001	10022-12006
28.4	386- 463	840-1007	10075-12084
28.5	388- 465	844-1011	10127-12137
28.6	390- 467	848-1016	10179-12189
28.7	391- 469	850-1020	10205-12241
28.8	393- 471	855-1024	10257-12293
28.9	394- 473	857-1029	10283-12345
29.0	396- 475	861-1033	10336-12398
29.1	398- 477	866-1038	10388-12450
29.2	400- 480	870-1044	10440-12528
29.3	402- 482	874-1048	10492-12580
29.4	404- 485	879-1055	10544-12659
29.5	406- 487	883-1059	10597-12711
29.6	408- 489	887-1064	10649-12763
29.7	409- 491	890-1068	10675-12815
29.8	411- 494	894-1074	10727-12893
29.9	412- 496	896-1079	10753-12946
30.0	414- 498	900-1083	10805-12998
30.1	416- 500	905-1088	10858-13050
30.2	418- 503	909-1094	10910-13128
30.3	420- 505	914-1098	10962-13181
30.4	422- 508	918-1105	11014-13259
30.5	424- 510	922-1109	11066-13311
30.6	426- 512	927-1114	11119-13363
30.7	428- 514	931-1118	11171-13415
30.8	430- 517	935-1125	11223-13494
30.9	432- 519	940-1129	11275-13546
31.0	434- 521	944-1133	11327-13598
31.1	436- 524	948-1140	11380-13676
31.2	438- 526	953-1144	11432-13729
31.3	440- 529	957-1151	11484-13807
31.4	442- 531	961-1155	11536-13859
31.5	444- 534	966-1161	11588-13937
31.6	446- 536	970-1166	11641-13990
31.7	448- 539	974-1172	11693-14068
31.8	449- 541	977-1177	11719-14120
31.9	451- 544	981-1183	11771-14198
32.0	453- 546	985-1188	11823-14251
32.1	455- 549	990-1194	11876-14329
32.2	458- 552	996-1201	11954-14407
32.3	460- 554	1001-1205	12006-14459
32.4	463- 557	1007-1212	12084-14538
32.5	465- 560	1011-1218	12137-14616
32.6	467- 562	1016-1222	12189-14668

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
31.7	469- 565	1020-1227	12341-14747
31.8	471- 567	1024-1233	12393-14799
31.9	473- 570	1029-1240	12345-14877
32.0	476- 572	1033-1244	12398-14929
32.1	477- 575	1038-1251	12450-15008
32.2	480- 578	1044-1257	12528-15086
32.3	482- 580	1048-1262	12580-15138
32.4	485- 583	1055-1268	12659-15216
32.5	487- 586	1059-1275	12711-15295
32.6	489- 589	1064-1281	12763-15373
32.7	491- 591	1068-1285	12815-15425
32.8	494- 594	1074-1292	12893-15503
32.9	496- 596	1079-1296	12946-15556
33.0	498- 599	1083-1303	12998-15634
33.1	500- 602	1088-1309	13050-15712
33.2	503- 605	1094-1316	13128-15791
33.3	505- 608	1098-1322	13181-15869
33.4	508- 611	1105-1329	13259-15947
33.5	510- 614	1109-1335	13311-16025
33.6	512- 617	1114-1342	13363-16104
33.7	514- 620	1118-1349	13415-16182
33.8	517- 622	1125-1353	13494-16234
33.9	519- 625	1129-1359	13546-16313
34.0	521- 628	1133-1366	13598-16391
34.1	524- 631	1140-1372	13676-16469
34.2	526- 634	1144-1379	13729-16547
34.3	529- 638	1151-1388	13807-16652
34.4	531- 641	1155-1394	13859-16730
34.5	534- 644	1161-1401	13937-16808
34.6	536- 647	1166-1407	13990-16887
34.7	539- 650	1172-1414	14068-16965
34.8	541- 652	1177-1418	14120-17017
34.9	544- 655	1183-1425	14198-17096
35.0	546- 658	1188-1431	14251-17174
35.1	549- 661	1194-1438	14329-17252
35.2	552- 664	1201-1444	14407-17330
35.3	554- 668	1205-1453	14459-17435
35.4	557- 671	1212-1459	14538-17513
35.5	560- 674	1218-1466	14616-17591
35.6	562- 677	1222-1473	14668-17670
35.7	565- 681	1229-1481	14747-17774
35.8	567- 684	1233-1488	14799-17852
35.9	570- 688	1240-1496	14877-17957
37.0	572- 691	1244-1503	14929-18035
37.1	575- 694	1251-1509	15008-18113
37.2	578- 697	1257-1516	15086-18192
37.3	580- 701	1262-1525	15138-18296
37.4	583- 704	1268-1531	15216-18374
37.5	586- 707	1275-1538	15295-18453

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
37.6	589- 710	1281-1544	15373-18531
37.7	591- 714	1285-1553	15425-18635
37.8	594- 717	1292-1560	15503-18714
37.9	596- 721	1296-1568	15556-18818
38.0	599- 724	1303-1575	15634-18896
38.1	602- 728	1309-1583	15712-19001
38.2	605- 731	1316-1590	15791-19079
38.3	608- 735	1322-1599	15869-19184
38.4	611- 738	1329-1605	15947-19262
38.5	614- 742	1335-1614	16025-19366
38.6	617- 745	1342-1620	16104-19445
38.7	620- 748	1349-1627	16182-19523
38.8	622- 752	1353-1636	16234-19627
38.9	625- 755	1359-1642	16313-19706
39.0	628- 758	1366-1649	16391-19784
39.1	631- 762	1372-1657	16469-19888
39.2	634- 766	1379-1666	16547-19993
39.3	638- 769	1388-1673	16652-20071
39.4	641- 773	1394-1681	16730-20175
39.5	644- 777	1401-1690	16808-20280
39.6	647- 781	1407-1699	16887-20384
39.7	650- 785	1414-1707	16965-20489
39.8	652- 788	1418-1714	17017-20567
39.9	655- 792	1425-1723	17096-20671
40.0	658- 796	1431-1731	17174-20776
40.1	661- 800	1438-1740	17252-20880
40.2	664- 803	1444-1747	17330-20958
40.3	668- 807	1453-1755	17435-21063
40.4	671- 810	1459-1762	17513-21141
40.5	674- 814	1466-1770	17591-21245
40.6	677- 818	1473-1779	17670-21350
40.7	681- 822	1481-1788	17774-21454
40.8	684- 826	1488-1797	17852-21559
40.9	688- 830	1496-1805	17957-21663
41.0	691- 834	1503-1814	18035-21767
41.1	694- 838	1509-1823	18113-21872
41.2	697- 842	1516-1831	18192-21976
41.3	701- 846	1525-1840	18296-22081
41.4	704- 850	1531-1849	18374-22185
41.5	707- 854	1538-1857	18453-22289
41.6	710- 858	1544-1866	18531-22394
41.7	714- 862	1553-1875	18635-22498
41.8	717- 866	1560-1884	18714-22603
41.9	721- 870	1568-1892	18818-22707
42.0	724- 874	1575-1901	18896-22811
42.1	728- 878	1583-1910	19001-22916
42.2	731- 882	1590-1918	19079-23020
42.3	735- 887	1599-1929	19184-23151
42.4	738- 891	1605-1938	19262-23255

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
42.5	742- 895	1614-1947	19366-23360
42.6	745- 899	1620-1955	19445-23464
42.7	748- 903	1627-1964	19523-23568
42.8	752- 908	1636-1975	19627-23699
42.9	755- 912	1642-1984	19706-23803
43.0	758- 916	1649-1992	19784-23908
43.1	762- 920	1657-2001	19888-24012
43.2	766- 925	1666-2012	19993-24143
43.3	769- 929	1673-2021	20071-24247
43.4	773- 934	1681-2031	20175-24377
43.5	777- 938	1690-2040	20280-24482
43.6	781- 943	1699-2051	20384-24612
43.7	785- 947	1707-2060	20489-24717
43.8	788- 952	1714-2071	20567-24847
43.9	792- 956	1723-2079	20671-24952
44.0	796- 961	1731-2090	20776-25082
44.1	800- 966	1740-2101	20880-25213
44.2	803- 970	1747-2110	20958-25317
44.3	807- 975	1755-2121	21063-25448
44.4	810- 979	1762-2129	21141-25552
44.5	814- 984	1770-2140	21245-25682
44.6	818- 989	1779-2151	21350-25813
44.7	822- 994	1788-2162	21454-25943
44.8	826- 998	1797-2171	21559-26048
44.9	830-1003	1805-2182	21663-26178
45.0	834-1008	1814-2192	21767-26309
45.1	838-1013	1823-2203	21872-26439
45.2	842-1018	1831-2214	21976-26570
45.3	846-1022	1840-2223	22081-26674
45.4	850-1027	1849-2234	22185-26805
45.5	854-1032	1857-2245	22289-26935
45.6	858-1037	1866-2256	22394-27066
45.7	862-1042	1875-2266	22498-27196
45.8	866-1047	1884-2277	22603-27327
45.9	870-1052	1892-2288	22707-27457
46.0	874-1057	1901-2299	22811-27588
46.1	878-1062	1910-2310	22916-27718
46.2	882-1067	1918-2321	23020-27849
46.3	887-1073	1929-2334	23151-28005
46.4	891-1078	1938-2345	23255-28136
46.5	895-1083	1947-2356	23360-28266
46.6	899-1088	1955-2366	23464-28397
46.7	903-1093	1964-2377	23568-28527
46.8	908-1099	1975-2390	23699-28684
46.9	912-1104	1984-2401	23803-28814
47.0	916-1109	1992-2412	23908-28945
47.1	920-1114	2001-2423	24012-29075
47.2	925-1120	2012-2436	24143-29232
47.3	929-1125	2021-2447	24247-29363

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
47.4	938-1131	2031-2450	24377-29399
47.5	938-1136	2048-2471	24582-29680
47.6	943-1141	2051-2482	24612-29780
47.7	947-1147	2060-2495	24717-29937
47.8	952-1152	2071-2506	24847-30067
47.9	956-1158	2079-2519	24952-30224
48.0	961-1163	2090-2530	25082-30354
48.1	966-1169	2101-2543	25213-30511
48.2	970-1174	2110-2553	25317-30641
48.3	975-1180	2121-2567	25448-30798
48.4	979-1185	2129-2577	25552-30929
48.5	984-1191	2140-2590	25682-31085
48.6	989-1197	2151-2604	25813-31242
48.7	994-1203	2162-2617	25943-31398
48.8	998-1208	2171-2627	26048-31529
48.9	1003-1214	2182-2640	26178-31685
49.0	1008-1220	2192-2654	26309-31842
49.1	1013-1226	2203-2667	26439-31999
49.2	1018-1232	2214-2680	26570-32155
49.3	1022-1237	2223-2691	26674-32286
49.4	1027-1243	2234-2704	26805-32442
49.5	1032-1249	2245-2717	26935-32599
49.6	1037-1255	2256-2730	27066-32756
49.7	1042-1261	2266-2743	27196-32912
49.8	1047-1267	2277-2756	27327-33069
49.9	1052-1273	2288-2769	27457-33225
50.0	1057-1279	2299-2782	27588-33382
50.1	1062-1285	2310-2795	27718-33539
50.2	1067-1291	2321-2808	27849-33695
50.3	1073-1298	2334-2823	28005-33878
50.4	1078-1304	2345-2836	28136-34034
50.5	1083-1310	2356-2849	28266-34191
50.6	1088-1316	2366-2862	28397-34348
50.7	1093-1323	2377-2878	28527-34530
50.8	1099-1329	2390-2891	28684-34687
50.9	1104-1336	2401-2906	28814-34870
51.0	1109-1342	2412-2919	28945-35026
51.1	1114-1349	2423-2934	29075-35209
51.2	1120-1355	2436-2947	29232-35366
51.3	1125-1362	2447-2962	29363-35548
51.4	1131-1368	2460-2975	29519-35705
51.5	1136-1375	2471-2991	29650-35888
51.6	1141-1381	2482-3004	29780-36044
51.7	1147-1388	2495-3019	29937-36227
51.8	1152-1394	2506-3032	30067-36383
51.9	1158-1401	2519-3047	30224-36566
52.0	1163-1407	2530-3060	30354-36723
52.1	1169-1414	2543-3075	30511-36905
52.2	1174-1421	2553-3091	30641-37088

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
52.3	1180-1428	2566-3106	30797-37270
52.4	1185-1434	2577-3119	30927-37426
52.5	1191-1443	2590-3139	31085-37662
52.6	1197-1450	2604-3154	31242-37845
52.7	1203-1457	2617-3169	31398-38028
52.8	1208-1463	2627-3182	31529-38184
52.9	1214-1470	2640-3197	31685-38367
53.0	1220-1477	2654-3213	31842-38560
53.1	1226-1484	2667-3228	31999-38730
53.2	1232-1491	2680-3243	32155-38915
53.3	1237-1499	2691-3260	32286-39124
53.4	1243-1506	2704-3276	32442-39307
53.5	1249-1513	2717-3291	32599-39489
53.6	1255-1520	2730-3306	32756-39672
53.7	1261-1528	2743-3323	32912-39881
53.8	1267-1535	2756-3339	33069-40064
53.9	1273-1543	2769-3356	33225-40272
54.0	1279-1550	2782-3371	33382-40455
54.1	1285-1558	2795-3389	33539-40664
54.2	1291-1565	2808-3404	33695-40847
54.3	1298-1573	2823-3421	33878-41055
54.4	1304-1580	2836-3437	34034-41238
54.5	1310-1588	2849-3454	34191-41447
54.6	1316-1596	2862-3471	34348-41656
54.7	1323-1603	2878-3487	34530-41838
54.8	1329-1611	2891-3504	34687-42047
54.9	1336-1618	2906-3519	34870-42230
55.0	1342-1626	2919-3537	35026-42439
55.1	1349-1634	2934-3554	35209-42647
55.2	1355-1642	2947-3571	35366-42856
55.3	1362-1650	2962-3589	35548-43065
55.4	1368-1658	2975-3606	35705-43274
55.5	1375-1666	2991-3624	35888-43483
55.6	1381-1674	3004-3641	36044-43691
55.7	1388-1682	3019-3658	36227-43900
55.8	1394-1690	3032-3676	36383-44109
55.9	1401-1698	3047-3693	36566-44318
56.0	1407-1706	3060-3711	36723-44527
56.1	1414-1714	3075-3728	36905-44735
56.2	1421-1723	3091-3748	37088-44970
56.3	1429-1731	3108-3765	37297-45179
56.4	1436-1740	3123-3785	37480-45414
56.5	1443-1748	3139-3802	37662-45623
56.6	1450-1756	3154-3819	37845-45832
56.7	1457-1765	3169-3839	38028-46067
56.8	1463-1773	3182-3856	38184-46275
56.9	1470-1782	3197-3876	38367-46510
57.0	1477-1791	3213-3895	38550-46745
57.1	1484-1800	3228-3915	38732-46980

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
57.2	1491-1809	3243-3935	38915-47215
57.3	1499-1818	3260-3954	39124-47450
57.4	1506-1827	3276-3974	39307-47685
57.5	1513-1835	3291-3991	39489-47894
57.6	1520-1844	3306-4011	39672-48128
57.7	1528-1853	3323-4030	39881-48363
57.8	1535-1862	3339-4050	40064-48598
57.9	1543-1871	3356-4069	40272-48833
58.0	1550-1881	3371-4091	40455-49094
58.1	1558-1890	3389-4111	40664-49329
58.2	1565-1899	3404-4130	40847-49564
58.3	1573-1909	3421-4152	41055-49825
58.4	1580-1918	3437-4172	41238-50060
58.5	1588-1927	3454-4191	41447-50295
58.6	1596-1936	3471-4211	41656-50530
58.7	1603-1946	3487-4233	41838-50791
58.8	1611-1955	3504-4252	42047-51026
58.9	1618-1965	3519-4274	42230-51287
59.0	1626-1975	3537-4296	42439-51548
59.1	1634-1985	3554-4317	42647-51809
59.2	1642-1994	3571-4337	42856-52043
59.3	1650-2004	3589-4359	43065-52304
59.4	1658-2014	3606-4380	43274-52565
59.5	1666-2023	3624-4400	43483-52800
59.6	1674-2033	3641-4422	43691-53061
59.7	1682-2043	3658-4444	43900-53322
59.8	1690-2053	3676-4465	44109-53583
59.9	1698-2063	3693-4487	44318-53844
60.0	1706-2074	3711-4511	44527-54131
60.1	1714-2084	3728-4533	44735-54392
60.2	1723-2094	3748-4554	44970-54653
60.3	1731-2104	3765-4576	45179-54914
60.4	1740-2115	3785-4600	45414-55202
60.5	1748-2124	3802-4620	45623-55436
60.6	1756-2135	3819-4644	45832-55724
60.7	1765-2145	3839-4665	46067-55985
60.8	1773-2156	3856-4689	46275-56272
61.0	1791-2178	3895-4737	46745-56846
61.1	1800-2188	3915-4759	46980-57107
61.2	1809-2199	3935-4783	47215-57394
61.3	1818-2209	3954-4805	47450-57655
61.4	1827-2221	3974-4831	47685-57968
61.5	1835-2230	3991-4850	47894-58203
61.6	1844-2242	4011-4876	48128-58516
61.7	1853-2252	4030-4898	48363-58777
61.8	1862-2264	4050-4924	48598-59090
61.9	1871-2274	4069-4946	48833-59351
62.0	1881-2287	4091-4974	49094-59691
62.1	1890-2297	4111-4996	49329-59952

SALARY SCHEDULES FOR FISCAL YEAR 1979-80
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
62.2	1899-2309	4130-5022	49564-60265
62.3	1909-2319	4152-5044	49825-60526
62.4	1918-2332	4172-5072	50060-60865
62.5	1927-2342	4191-5094	50295-61126
62.6	1936-2354	4211-5120	50530-61439
62.7	1946-2365	4233-5144	50791-61727
62.8	1955-2377	4252-5170	51026-62040
62.9	1965-2388	4274-5194	51287-62327
63.0	1975-2401	4296-5222	51548-62666
63.1	1985-2412	4317-5246	51809-62953
63.2	1994-2424	4337-5272	52043-63266
63.3	2004-2435	4359-5296	52304-63554
63.4	2014-2449	4380-5327	52565-63919
63.5	2023-2459	4400-5348	52800-64180
63.6	2033-2472	4422-5377	53061-64519
63.7	2043-2483	4444-5401	53322-64806
63.8	2053-2496	4465-5429	53583-65146
63.9	2063-2507	4487-5453	53844-65433
64.0	2074-2521	4511-5483	54131-65798

B152 COURT ROOM CLERK

1978-79 SALARY SCHEDULE 35.6 APPROX $1162 - $1276 - $1402 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1-4-5-15-MAX
CITY & COUNTY SAN FRANCISCO	35	1162	1276	1402		40.0	12	NO	NO	13	NO	[illegible]	[illegible]	$ 37	- 37	10-15-19-18
U.S. GOVERNMENT	1	1327	1526	1725	1,526	40.0	9	YES	NO	13	NO	[illegible]	[illegible]	$ 35	[illegible]	10-18-24-26
U.S. GOVERNMENT	2	1461	1680	1899	3,360	40.0	9	YES	NO	13	NO	NO	[illegible]	$ 26	[illegible]	13-18-18-18
U.S. GOVERNMENT	11	1605	1846	2087	20,306	40.0	9	YES	NO	13	NO	NO	[illegible]	$ 22	[illegible]	13-18-18-24
ALAMEDA COUNTY	30	1204	1327	1450	39,810	37.5	13	NO	NO	13	YES	YES	[illegible]	$ 42	[illegible]	16-15-18-18
CONTRA COSTA COUNTY	14	1185	1313	1440	18,382	40.0	12	YES	NO	12	YES	YES	[illegible]	$ 43	[illegible]	20-12-16-12
MARIN COUNTY	9	1033	1145	1256	10,305	40.0	11	YES	YES	12	YES	NO	[illegible]	$ 33	- 43	10-15-18-20
SAN MATEO COUNTY	18	1193	1342	1491	24,156	40.0	11	YES	YES	12	YES	YES	[illegible]	$ 52	- 54	23-24-23-23
SANTA CLARA COUNTY	36	1151	1270	1389	45,720	40.0	11	YES	NO	12	YES	YES	[illegible]	$ 25	[illegible]	14-17-21-23
STATE OF CALIFORNIA	15	1519	1675	1831	25,125	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36	- 41	10-16-14-16
TOTALS ... 7	136	.....			188,690											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1387 *

* RATE RANGE 1248 TO 1526 *

* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* B152 COURT ROOM CLERK *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8102	PROCESS SERVER.....	23.9	315- 377	25.5	338- 406	1	25.6	340- 408
8106	LEGAL PROCESS CLERK.....	24.5	323- 388	27.0	362- 434	15	27.1	364- 436
8108	SENIOR LEGAL PROCESS CLERK.....	26.5	354- 424	29.0	396- 475	8	29.1	398- 477
8116	LEGISLATIVE CALENDAR CLERK.....	27.1	364- 436	30.4	422- 508	1	30.5	424- 510
8112	ASSISTANT COURT CLERK.....	31.6-1*	446- 536	33.2	480- 578	9	33.3	482- 580
8114	SENIOR COURT CLERK.....	32.6-1*	467- 562	34.2	503- 605	0	34.3	505- 608
8118	LEGISLATION CLERK.....	32.8	471- 567	34.7	514- 620	1	34.8	517- 622
* B152	COURT ROOM CLERK..... *ADDITIONAL $250 PER MONTH WHEN REGULARLY ASSIGNED AS CLERK TO THE PRESIDING JUDGE AS CLERK FOR JUDICAL STATISTICS AND AS CLERK OF THE PROBATE COURT. ADDITIONAL $35 PER MONTH WHEN REGULARLY ASSIGNED AS CLERK FOR THE DOMESTIC RELATIONS CALENDAR.	35.6*	536- 647	37.2*	578- 697	35	37.3	580- 701
B160	LAW CLERK.....	35.6	536- 647	37.2	578- 697	16	37.3	580- 701
8115	ASSISTANT SUPERVISING COURT CLERK.....	36.6	562- 677	36.6	562- 677	3	36.7	565- 681
B164	SENIOR LAW CLERK.....	37.6	589- 710	39.7	650- 785	11	39.8	652- 788
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS.....	38.8	622- 752	41.2	697- 842	6	41.3	701- 846
8120	SENIOR LEGISLATION CLERK..... Z	42.6	745- 899	44.2	803- 970	1	44.3	807- 975
1144	CHIEF ASSISTANT CLERK, BOARD OF SUPERVISORS..... Z	50.0	1057-1279	51.6	1141-1381	1	51.7	1147-1388
1146	CLERK OF THE BOARD, LEGISLATIVE ADMIN. AND CITY CLERK... Z	56.0	1407-1706	57.6	1520-1844	1	57.7	1528-1853

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 109

1978-79 SALARY SCHEDULE 36.9 APPROX $1235 - $1354 - $1491 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	18	1235	1354	1491		40.0	12	NO	NO	13	NO	YES	*	$ 37	37	15-15-25-30
STATE OF CALIFORNIA	35	1294	1425	1556	49,875	40.0	12	YES	NO	12	NO	YES	16.9%	$ 36 - 98		10-15-15-18
ALAMEDA COUNTY	15	1279	1418	1556	21,270	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	4	1342	1487	1632	5,948	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
MARIN COUNTY	1	1243	1377	1511	1,377	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	2	1363	1533	1702	3,066	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SAN MATEO COUNTY	3	1517	1707	1896	5,121	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	2	1306	1447	1587	2,894	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
CITY OF BERKELEY	2	1405	1549	1693	3,098	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-20-25
CITY OF HAYWARD	1	1161	1286	1410	1,286	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29 -126		10-15-16-20
CITY OF RICHMOND	2	1584	1750	1916	3,500	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -109		10-15-20-25
CITY OF SAN JOSE	14	1431	1578	1725	22,092	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 81		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1478	1601	1724	6,404	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36 - 87		10-15-20-20
U.C.MEDICAL CENTER S.F.	6	1336	1472	1607	8,832	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	12	1336	1472	1607	17,664	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 13	103		.....		152,427											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1480        *
*                          R A T E   R A N G E    1332  TO  1628      *
*                                                                     *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 1242 PERSONNEL ANALYST *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
G 58.1	SPECIAL EXAMINER.....			65.91 DA	71.84 DA		0	71.84 DA	
1240	ASSISTANT PERSONNEL ANALYST.....	Z	32.4	463- 557	34.2	503- 605	18	34.2	503- 605
9702	MANPOWER SPECIALIST I.....	Z	32.4	463- 557	34.2	503- 605	0	34.2	503- 605
* 1242	PERSONNEL ANALYST.....	Z	36.9	570- 688	38.7	620- 748	18	38.7	620- 748
9704	MANPOWER SPECIALIST II.....	Z	36.9	570- 688	38.7	620- 748	1	38.7	620- 748
1232	TRAINING OFFICER.....	Z	37.9	596- 721	39.7	650- 785	3	39.7	650- 785
1233	AFFIRMATIVE ACTION SPECIALIST.....		38.6	617- 745	38.6	617- 745	0	38.7	620- 748
1244	SENIOR PERSONNEL ANALYST.....	Z	40.9	688- 830	42.7	748- 903	14	42.7	748- 903
9706	MANPOWER SPECIALIST III.....	Z	40.9	688- 830	42.7	748- 903	0	42.7	748- 903
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	41.1	694- 838	42.9	755- 912	10	42.9	755- 912
1234	DIRECTOR OF TRAINING.....	Z	42.9	755- 912	45.5	854-1032	1	45.5	854-1032
1231	ASSOC. AFFIRMATIVE ACTION COORDINATOR.....		43.6	781- 943	43.6	781- 943	1	43.7	785- 947
8347	DIRECTOR OF TRAINING PROGRAM SHERIFF'S DEPARTMENT.....	Z	43.7	785- 947	45.5	854-1032	1	45.5	854-1032
1256A	PRINCIPAL PERSONNEL ANALYST (NEW CAREERS PROGRAM).....	Z	43.9	792- 956	45.7	862-1042	0	45.7	862-1042
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	44.4	810- 979	46.2	882-1067	10	46.2	882-1067
9708	MANPOWER SPECIALIST IV.....	Z	44.4	810- 979	46.2	882-1067	0	46.2	882-1067
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER.....	Z	47.1	920-1114	48.9	1003-1214	3	48.9	1003-1214
1273	DIRECTOR OF PERSONNEL AND STAFF DEVELOPMENT.....	Z	47.1	920-1114	48.9	1003-1214	2	48.9	1003-1214
1248	ASSISTANT DIVISION MANAGER, PERSONNEL.....	Z	47.6	943-1141	49.4	1027-1243	6	49.4	1027-1243

C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	47.6	943-1141	49.4	1027-1243	1	49.4	1027-1243
1277	ASSIST. DIV. MANAGER, SALARY STAND. AND EMP. RELATIONS..	Z	47.6	943-1141	49.4	1027-1243	0	49.4	1027-1243
1274	DIRECTOR, BUREAU OF PERSONNEL AND SAFETY.....	Z	49.1	1013-1226	50.9	1104-1336	1	50.9	1104-1336
1235	AFFIRMATIVE ACTION COORDINATOR.....		49.3	1022-1237	49.3	1022-1237	1	49.4	1027-1243
1278	DIVISION MANAGER, PERSONNEL.....	Z	49.6	1037-1255	51.4	1131-1368	2	51.4	1131-1368
1275	DIRECTOR OF CLASSIFIED PERSONNEL AND EMPLOYEE RELATIONS.	Z		1005-1065	48.9	1003-1214	1	48.9	1003-1214
1288	ASSISTANT GENERAL MANAGER, PERSONNEL.....	Z	52.6	1197-1450	54.4	1304-1580	1	54.4	1304-1580
1292	GENERAL MANAGER, PERSONNEL.....	Z	56.1	1414-1714	57.9	1543-1871	1	57.9	1543-1871

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 96

1280 EMPLOYEE RELATIONS REPRESENTATIVE

1978-79 SALARY SCHEDULE 43.9 APPROX $1716 - $1885 - $2072 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	0	1716	1885	2072		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
ALAMEDA COUNTY	1	1599	1771	1943	1,771	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
SANTA CLARA COUNTY	3	1548	1716	1883	5,148	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	4	1509	1738	1967	6,952	40.0	11	NO	NO	12	NO	NO	6.7%	$ 36	- 95	10-15-20-20
CITY OF LOS ANGELES	4	1543	1752	1960	7,008	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
CITY OF SACRAMENTO	1	1508	1671	1834	1,671	40.0	11.5	YES	YES	12	YES	YES	10.5%	$ 37	-107	10-15-21-24
LOS ANGELES WATER AND POWER	3	1950	2104	2258	6,312	40.0	11	YES	YES	10	NO	NO	20.5%	$ 38	- 73	10-15-20-20
TOTALS ... 6	16			.....	28,862											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1804  *
*                        R A T E   R A N G E   1624 TO 1984 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

1280 EMPLOYEE RELATIONS REPRESENTATIVE

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 1280	EMPLOYEE RELATIONS REPRESENTATIVE.....	Z	43.9	792- 956	43.9	792- 956	0	43.9	792- 956
1281	PRINCIPAL EMPLOYEE RELATIONS REPRESENTATIVE.....	Z	47.6	943-1141	47.6	943-1141	0	47.6	943-1141
1282	DIRECTOR, EMPLOYEE RELATIONS DIVISION.....	Z	52.8	1208-1463	52.8	1208-1463	0	52.8	1208-1463

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 0

1314 PUBLIC RELATIONS OFFICER

1978-79 SALARY SCHEDULE 40.6 APPROX $1467 - $1614 - $1773 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-25-MAX
CITY & COUNTY SAN FRANCISCO	4	1467	1614	1773		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
STATE OF CALIFORNIA	1	1556	1716	1876	1,716	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 -	92	10-15-19-20
SANTA CLARA COUNTY	1	1708	1892	2076	1,892	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 -	98	11-17-21-23
EAST BAY MUNI. UTIL. DIST.	2	1625	1761	1896	3,522	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 -	87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1740	1982	2223	1,982	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 -	95	10-15-15-25
U.C.MEDICAL CENTER S.F.	2	1607	1773	1938	3,546	40.0	11	YES	YES	12	YES	*	*	$ 36 -	92	15-15-21-24
U.C. BERKELEY	5	1607	1773	1938	8,865	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
TOTALS ... 6	12	.....			21,523											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1794        *
*                          R A T E   R A N G E    1615  TO  1973    *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1314 PUBLIC RELATIONS OFFICER *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1857	DIRECTOR OF INFORMATION.....	Z		30310YR	50.1	1062-1285	1	50.1	1062-1285
1320	PUBLICITY REPRESENTATIVE	Z	31.8	449- 541	33.9	496- 596	0	33.9	496- 596
1360	VISITORS SERVICE REPRESENTATIVE, SF INTERNAT. AIRPORT...	Z	33.3	482- 580	35.4	531- 641	2	35.4	531- 641
1312	PUBLIC INFORMATION OFFICER.....	Z	35.6	536- 647	37.7	591- 714	2	37.7	591- 714
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	38.6	617- 745	40.7	681- 822	3	40.7	681- 822
1336	ASST. TO GENERAL MANAGER(PUBLIC SERV) RECREATION & PARK.	Z	40.3	668- 807	42.4	738- 891	1	42.4	738- 891
* 1314	PUBLIC RELATIONS OFFICER.....	Z	40.6	677- 818	42.7	748- 903	4	42.7	748- 903
9391	PUBLIC RELATIONS REPRESENTATIVE, PORT OF SAN FRANCISCO..	Z	40.6	677- 818	42.7	748- 903	1	42.7	748- 903
9392	REGIONAL TRADE PROMOTION REPRESENTATIVE, PORT OF SF.....	Z	40.9	688- 830	43.0	758- 916	0	43.0	758- 916
9393	SALES MANAGER, PORT OF SAN FRANCISCO.....	Z	43.4	773- 934	45.5	854-1032	1	45.5	854-1032
1344	PUBLIC SERVICE DIRECTOR, MAYOR'S OFFICE.....		44.5	814- 984	46.6	899-1088	0	46.6	899-1088
9394	MANAGER OF TRADE DEVELOPMENT AND COMMUNICATIONS.....	Z	45.1	838-1013	47.2	925-1120	0	47.2	925-1120
1340	ASSISTANT TO GENERAL MANAGER, PUC, PUBLIC RELATIONS.....	Z	46.3	887-1073	48.4	979-1185	1	48.4	979-1185
9373	MANAGER OF MARKETING.....	Z		1158-1275	52.0	1163-1407	1	52.0	1163-1407

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 17

CLERICAL AND RELATED SERVICES

1978-79 SALARY SCHEDULE 26.8 APPROX $778 - $852 - $932 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	185	778	852	932		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-25-25
PRIVATE BAY AREA	3046	889	979	1061	2,982,034											
PRIVATE BAY AREA	1493	806	870	1008	1,298,910											
STATE OF CALIFORNIA	266	767	841	915	223,706	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36	- 92	10-15-19-20
ALAMEDA COUNTY	188	898	939	980	176,532	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	36	804	891	978	32,076	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-16-20-35
MARIN COUNTY	28	771	854	937	23,912	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	30	829	932	1035	27,960	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	49	831	906	981	44,394	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	25	957	1002	1046	25,050	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF HAYWARD	1	914	1005	1096	1,005	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	55	936	986	1035	54,230	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	9	970	1054	1138	9,486	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	29	840	923	1005	26,767	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	2	882	949	1015	1,898	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SANTA CLARA	5	924	1053	1181	5,265	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	16	990	1071	1151	17,136	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	25	783	868	953	21,700	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	6	760	834	908	5,004	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	55	760	834	908	45,870	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 19	5364		.....		5,022,935											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          936       *
*                        R A T E   R A N G E     842  TO  1030      *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
A.	***PERSONNEL AND PAYROLL***							
1201	PERSONNEL TECHNICIAN TRAINEE.....	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
1227	TESTING TECHNICIAN..... *MINIMUM 4 HOURS		4.49 HR*	5.09* HR		0	5.04* HR	
1220	PAYROLL CLERK.....	26.6	356- 426	30.6	426- 512	98	30.4	422- 508
1202	PERSONNEL CLERK.....	27.3	367- 440	29.6	408- 489	38	29.4	404- 485
1212	TIMEROLL AUDIT CLERK.....	27.3	367- 440	30.6	426- 512	7	30.4	422- 508
1222	SENIOR PAYROLL AND PERSONNEL CLERK.....	28.6	390- 467	32.6	467- 562	29	32.4	463- 557
1204	SENIOR PERSONNEL CLERK.....	28.8	393- 471	31.1	436- 524	2	30.9	432- 519
1228	SENIOR TESTING TECHNICIAN.....	30.2	418- 503	32.5*	465- 560	2	32.3	460- 554
1214	SENIOR TIMEROLL AUDIT CLERK.....	30.5	424- 510	33.8	494- 594	1	33.6	489- 589
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK.....	30.8	430- 517	34.8	517- 622	9	34.6	512- 617
1217	SENIOR CERTIFICATION CLERK.....	33.0	475- 572	35.3	529- 638	1	35.1	524- 631
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....	33.5	487- 586	36.8	567- 684	1	36.6	562- 677
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....	33.8	494- 594	37.8	594- 717	2	37.6	589- 710
3650	MEDICAL RECORDS LIBRARIAN.....	34.5	510- 614	34.5	510- 614	1	34.8	517- 622
1218	PAYROLL SUPERVISOR..... Z	36.5	560- 674	39.8	652- 788	2	39.6	647- 781
1229	PERSONNEL OFFICE SUPERVISOR.....	37.9	596- 721	40.2	664- 803	0	40.0	658- 796
B.	***GENERAL CLERICAL***							

CITY AND COUNTY OF SAN FRANCISCO
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1977 - 1978
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BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1400	STUDENT AIDE, NYC.....		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
1850	PROJECT COORDINATOR, NEIGHBORHOOD YOUTH CORPS.....	Z	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
1852	PROJECT DIRECTOR, NEIGHBORHOOD YOUTH CORPS.....	Z	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		2.88 HR		3.26 HR		0	3.23 HR	
9910	PUBLIC SERVICE TRAINEE.....		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9955	RECORDS CLERK.....		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
1702	POLICE RING-IN OPERATOR.....		20.6	271- 325	22.9	301- 360	0	22.7	298- 357
1402	JUNIOR CLERK.....		21.1	278- 332	23.4	308- 368	47	23.2	305- 365
1494	CLERK I.....		21.1	278- 332	23.4	308- 368	0	23.2	305- 365
1714	ADDRESSING MACHINE OPERATOR.....		22.1	290- 348	24.4	322- 386	0	24.2	319- 383
1706	TELEPHONE OPERATOR.....		24.1	317- 381	26.4	352- 422	30	26.2	349- 418
1404	CLERK.....		25.1	332- 398	27.4	368- 442	139	27.2	365- 438
1495	CLERK II.....		25.1	332- 398	27.4	368- 442	0	27.2	365- 438
B222	GENERAL CLERK.....		25.6	340- 408	27.9	377- 451	4	27.7	374- 448
1708	SENIOR TELEPHONE OPERATOR.....		26.1	348- 416	28.4	386- 463	48	28.2	383- 458
1810	ACTUARIAL CLERK.....		26.1	348- 416	30.4	422- 508	0	30.2	418- 503
4202	ASSESSMENT CLERK.....		26.6	356- 426	28.9	394- 473	5	28.7	391- 469
1341	PUBLIC SERVICE ASSISTANT.....		27.1	364- 436	29.4	404- 485	1	29.2	400- 480
1474	CLAIMS PROCESS CLERK.....		27.3	367- 440	30.8	430- 517	8	30.6	426- 512

CITY AND COUNTY OF SAN FRANCISCO
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BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1920	INVENTORY CLERK	27.3	367- 440	29.6	408- 489	11	29.4	404- 485
1310	PUBLIC RELATIONS ASSISTANT	27.6	372- 446	29.9	412- 496	0	29.7	409- 491
1406	SENIOR CLERK	27.6	372- 446	29.9	412- 496	40	29.7	409- 491
1496	CLERK III	27.6	372- 446	29.9	412- 496	1	29.7	409- 491
1710	CHIEF TELEPHONE OPERATOR	28.1	381- 455	31.4	442- 531	3	31.2	438- 526
1428	WARD CLERK	28.3	384- 460	30.6	426- 512	32	30.4	422- 508
1922	SENIOR INVENTORY CLERK	28.3	384- 460	30.6	426- 512	0	30.4	422- 508
1405	EQUALIZATION CLERK		385- 385		429- 429	0		425- 425
2110	MEDICAL RECORDS CLERK	28.4	386- 463	30.7	428- 514	17	30.5	424- 510
1468	WATER SERVICES CLERK	28.6	390- 467	30.9	432- 519	7	30.7	428- 514
1350	SPECIAL ASSISTANT TO THE BOARD OF EDUCATION	28.7	391- 469	31.0	434- 521	1	30.8	430- 517
1490	MESSAGE CENTER SUPERVISOR	29.1	398- 477	31.4	442- 531	1	31.2	438- 526
8228	SENIOR CLERK	29.6	408- 489	31.9	451- 544	0	31.7	448- 539
1403	ELECTIONS CLERK	29.6	408- 489	31.9	451- 544	0	31.7	448- 539
1476	SENIOR CLAIMS PROCESS CLERK	29.8	411- 494	33.3	482- 580	8	33.1	477- 575
1497	SUPERVISING CLERK I	30.1	416- 500	32.4	463- 557	0	32.2	458- 552
1427	EQUALIZATION RECORDS CONTROL CLERK		422- 422		471- 471	0		467- 467
1478	SENIOR WATER SERVICES CLERK	30.6	426- 512	32.9	473- 570	7	32.7	469- 565
1803	POLICE STATISTICAL CLERK	31.0	434- 521	33.3	482- 580	1	33.1	477- 575

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BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2112	MEDICAL RECORDS TECHNICIAN.....	31.1	436- 524	33.4	485- 583	10	33.2	480- 578
8156	CLAIMS RECORDS SUPERVISOR.....	31.1	436- 524	33.4	485- 583	0	33.2	480- 578
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....	31.3	440- 529	33.6	489- 589	3	33.4	485- 583
1330	CONSUMER RELATIONS REPRESENTATIVE.....	31.5	444- 534	33.8	494- 594	2	33.6	489- 589
1470	SERVICES AND SUPPLY ASSISTANT SUPERVISOR.....	31.5	444- 534	33.8	494- 594	1	33.6	489- 589
2812	CHIEF DEPUTY REGISTRAR OF VITAL STATISTICS.....	31.5	444- 534	33.8	494- 594	0	33.6	489- 589
1408	PRINCIPAL CLERK.....	31.8	449- 541	34.1	500- 602	66	33.9	496- 596
1480	PRINCIPAL WATER SERVICES CLERK.....	31.8	449- 541	34.1	500- 602	2	33.9	496- 596
B234	HEAD CLERK.....	32.3	460- 554	34.6	512- 617	0	34.4	508- 611
1332	CONSUMER RELATIONS SUPERVISOR.....	32.8	471- 567	35.1	524- 631	1	34.9	519- 625
1498	SUPERVISING CLERK II.....	32.8	471- 567	35.1	524- 631	0	34.9	519- 625
1668	CONSUMER ACCOUNTS ASSISTANT SUPERVISOR.....	32.8	471- 567	35.1	524- 631	1	34.9	519- 625
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....	32.8	471- 567	35.1	524- 631	1	34.9	519- 625
9355	WHARFINGER I.....	33.1	477- 575	35.4	531- 641	6	35.2	526- 634
1407	SENIOR EQUALIZATION CLERK.....		483- 483		539- 539	0		534- 534
1472	SERVICES AND SUPPLY SUPERVISOR.....	33.8	494- 594	36.1	549- 661	1	35.9	544- 655
1471	ELECTION WORKER.....	34.5	510- 614	36.8	567- 684	1	36.6	562- 677
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR.....	34.6	512- 617	36.9	570- 688	2	36.7	565- 681
1410	CHIEF CLERK..... Z	35.3	529- 638	37.6	589- 710	19	37.4	583- 704

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BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1670	CONSUMER ACCOUNTS SUPERVISOR	Z	35.3	529- 638	37.6	589- 710	1	37.4	583- 704
B 68	CHIEF CLERK	Z	35.8	541- 652	38.1	602- 728	0	37.9	596- 721
1499	SUPERVISING CLERK III		35.8	541- 652	38.1	602- 728	0	37.9	596- 721
9356	WHARFINGER II		36.4	557- 671	38.7	620- 748	1	38.5	614- 742
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		37.0	572- 691	39.3	638- 769	1	39.1	631- 762
2116	ASSISTANT DIRECTOR MEDICAL RECORDS	Z	37.8	594- 717	40.1	661- 800	1	39.9	655- 792
1414	ELECTIONS SUPERVISOR		39.0	628- 758	41.3	701- 846	1	41.1	694- 838
8170	MEDICAL CLAIMS SUPERVISOR	Z	39.8	652- 788	42.1	728- 878	1	41.9	721- 870
1475	ELECTIONS PLANNING SUPERVISOR	Z	40.5	674- 814	42.8	752- 908	1	42.6	745- 899
9357	CHIEF WHARFINGER	Z	42.4	738- 891	44.7	822- 994	1	44.5	814- 984
2118	DIRECTOR, MEDICAL RECORDS	Z	43.8	788- 952	46.1	878-1062	1	45.9	870-1052
C.	***TYPING AND RELATED***								
1422	JUNIOR CLERK TYPIST		21.2	279- 334	24.7	326- 391	17	24.5	323- 388
1424	CLERK TYPIST		24.7	326- 391	28.2	383- 458	674	28.0	379- 453
8512	GENERAL CLERK-TYPIST		25.7	341- 409	29.2	400- 480	7	29.0	396- 475
1436	BRAILLIST		25.7	341- 409	29.2	400- 480	3	29.0	396- 475
1430	TRANSCRIBER TYPIST		26.2	349- 418	28.9	394- 473	47	28.7	391- 469
1426	SENIOR CLERK TYPIST		26.7	357- 428	30.2	418- 503	850	30.0	414- 498
1425	EQUALIZATION CLERK-TYPIST			369- 369		411- 411	0		407- 407

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BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

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1432	SENIOR TRANSCRIBER TYPIST	28.2	383- 458	30.9	432- 519	9	30.7	428- 514
1440	MEDICAL TRANSCRIBER TYPIST	28.2	383- 458	31.4	442- 531	20	31.2	438- 526
B516	SENIOR CLERK-TYPIST	29.2	400- 480	32.7	469- 565	1	32.5	465- 560
D.	***STENOGRAPHIC AND RELATED***							
1442	JUNIOR CLERK STENOGRAPHER	24.8	328- 393	27.1	364- 436	7	26.9	360- 432
* 1444	CLERK STENOGRAPHER	26.8	359- 430	29.1	398- 477	185	28.9	394- 473
B408	GENERAL CLERK-STENOGRAPHER	27.3	367- 440	29.6	408- 489	5	29.4	404- 485
B410	LEGAL STENOGRAPHER	28.3	384- 460	30.6	426- 512	0	30.4	422- 508
1446	SENIOR CLERK STENOGRAPHER	28.3	384- 460	31.2	438- 526	313	31.0	434- 521
1501	CONFIDENTIAL SECRETARY TO THE BUDGET DIR. AND ANALYST	29.0	396- 475	32.6	467- 562	1	32.4	463- 557
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS		398- 398		477- 477	11		473- 473
1459	LEGISLATIVE SECRETARY, BOARD OF EDUCATION	29.3	402- 482	31.6	446- 536	1	31.4	442- 531
1458	LEGAL STENOGRAPHER	29.8	411- 494	32.1	455- 549	50	31.9	451- 544
1464	MEDICAL CLERK STENOGRAPHER	29.8	411- 494	33.1	477- 575	7	32.9	473- 570
1445	EQUALIZATION CLERK-STENOGRAPHER		416- 416		464- 464	0		459- 459
B412	SENIOR CLERK-STENOGRAPHER	30.3	420- 505	32.6	467- 562	2	32.4	463- 557
1450	PRINCIPAL CLERK STENOGRAPHER	30.3	420- 505	32.6	467- 562	28	32.4	463- 557
4234	ESTATE TAX SECRETARY	31.3	440- 529	33.6	489- 589	0	33.4	485- 583
1452	STENOGRAPHIC SECRETARY	31.5	444- 534	33.8	494- 594	21	33.6	489- 589

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1574	EXECUTIVE SECRETARY TO THE CONTROLLER.....	Z	31.7	448- 539	34.0	498- 599	1	33.8	494- 594
1460	SENIOR LEGAL STENOGRAPHER.....		31.8	449- 541	34.1	500- 602	13	33.9	496- 596
1502	CONFIDENTIAL SECRETARY TO DIRECTOR, PARKING AUTHORITY...		32.2	458- 552	34.5	510- 614	1	34.3	505- 608
8134	CONFIDENTIAL CRIME REPORTER.....		33.0	475- 572	35.3	529- 638	1	35.1	524- 631
1528	ADMINISTRATIVE SECRETARY.....		33.2	480- 578	35.5	534- 644	7	35.3	529- 638
1546	SECRETARY, COMMISSION ON THE AGING.....	Z	33.2	480- 578	35.5	534- 644	1	35.3	529- 638
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.....	Z		490- 490	32.6	467- 562	1	32.4	463- 557
1461	PRINCIPAL LEGAL STENOGRAPHER.....		34.3	505- 608	36.6	562- 677	1	36.4	557- 671
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		35.0	521- 628	37.3	580- 701	1	37.1	575- 694
8138	COURT REPORTER.....		36.0	546- 658	38.3	608- 735	2	38.1	602- 728
1520	CONFIDENTIAL SECRETARY TO DISTRICT ATTORNEY.....		36.7	565- 681	39.0	628- 758	1	38.8	622- 752
1514	CONFIDENTIAL SECRETARY TO SUPERINTENDENT OF SCHOOLS.....		37.2	578- 697	39.5	644- 777	1	39.3	638- 769
1512	CONFIDENTIAL SECRETARY AND EXEC. ASST. TO PUB. DEFENDER.	Z	39.0	628- 758	41.3	701- 846	1	41.1	694- 838
1529	ADMINISTRATIVE ASST. TO THE STATE LEGISLATIVE REP.....	Z		653- 653		726- 726	0		719- 719
1516	CONFIDENTIAL SECRETARY TO SUPERINTENDENT, SFCCD.....			704- 704	39.7	650- 785	1	39.5	644- 777
E.	***ACCOUNTING CLERICAL***								
1626	JUNIOR ACCOUNT CLERK.....		21.1	278- 332	25.4	337- 404	2	25.2	334- 400
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE).....		24.6	325- 390	28.9	394- 473	15	28.7	391- 469
1630	ACCOUNT CLERK.....		24.6	325- 390	28.9	394- 473	181	28.7	391- 469

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B 2	ACCOUNT CLERK	25.1	332- 398	29.4	404- 485	0	29.2	400- 480
1638	ACCOUNTING MACHINE OPERATOR	25.1	332- 398	29.4	404- 485	8	29.2	400- 480
4320	CASHIER I	25.9	344- 412	27.6	372- 446	17	28.5	388- 465
4306	COLLECTIONS CLERK	26.4	352- 422	28.1	381- 455	4	29.0	396- 475
4324	PARKING METER COLLECTOR	27.4	368- 442	29.1	398- 477	15	30.0	414- 498
1632	SENIOR ACCOUNT CLERK	27.6	372- 446	31.9	451- 544	58	31.7	448- 539
B102	TELLER	27.9	377- 451	29.6	408- 489	0	30.5	424- 510
4321	CASHIER II	27.9	377- 451	29.6	408- 489	3	30.5	424- 510
4308	SENIOR COLLECTIONS CLERK	28.4	386- 463	30.1	416- 500	3	31.0	434- 521
1620	BILLING AUDITOR	28.6	390- 467	32.9	473- 570	5	32.7	469- 565
4360	ASSISTANT CASHIER, WATER DEPARTMENT	29.4	404- 485	31.1	436- 524	1	32.0	453- 546
1640	SENIOR ACCOUNTING MACHINE OPERATOR	29.6	408- 489	33.9	496- 596	10	33.7	491- 591
4326	PARKING METER COLLECTION SUPERVISOR	29.9	412- 496	31.6	446- 536	1	32.5	465- 560
4370	ASSISTANT CASHIER, TAX COLLECTOR	29.9	412- 496	31.6	446- 536	1	32.5	465- 560
1634	PRINCIPAL ACCOUNT CLERK	30.3	420- 505	34.6	512- 617	8	34.4	508- 611
1644	MACHINE ACCOUNTING TECHNICIAN	31.3	440- 529	35.6	536- 647	0	35.4	531- 641
4336	LICENSE BUREAU ASSISTANT SUPERVISOR	31.4	442- 531	33.1	477- 575	1	34.0	498- 599
3332	CONCESSIONS AND AMUSEMENTS ASSISTANT SUPERVISOR Z	31.8	449- 541	33.5	487- 586	1	34.4	508- 611
4322	CASHIER III	32.1	455- 549	33.8	494- 594	7	34.7	514- 620

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4362	CASHIER, WATER DEPARTMENT.....	32.1	455- 549	33.8	494- 594	0	34.7	514- 620
4240	INHERITANCE TAX EXAMINER.....	32.4	463- 557	34.1	500- 602	3	35.0	521- 628
1662	BILLING AND COLLECTION ASSISTANT SUPERVISOR.....	33.0	475- 572	37.3	580- 701	3	37.1	575- 694
4346	DELINQUENT REVENUE ASSISTANT SUPERVISOR.....	33.1	477- 575	34.8	517- 622	1	35.7	539- 650
4364	ASSISTANT COLLECTION SUPERVISOR, WATER DEPARTMENT.....	33.1	477- 575	34.8	517- 622	1	35.7	539- 650
4312	BOND AND COUPON SUPERVISOR.....	33.6	489- 589	35.3	529- 638	1	36.2	552- 664
4328	CHIEF, PARKING METER COLLECTIONS.....	34.3	505- 608	36.0	546- 658	1	36.9	570- 688
4366	COLLECTION SUPERVISOR, WATER DEPARTMENT.....	34.6	512- 617	36.3	554- 668	1	37.2	578- 697
4372	CASHIER, TAX COLLECTOR.....	35.6	536- 647	37.3	580- 701	1	38.2	605- 731
3334	CONCESSIONS AMUSEMENT AND CAMP SUPERVISOR..... Z	35.8	541- 652	37.5	586- 707	1	38.4	611- 738
4242	SENIOR INHERITANCE TAX EXAMINER.....	35.9	544- 655	37.6	589- 710	1	38.5	614- 742
4334	INVESTIGATOR, TAX COLLECTOR.....	36.7	565- 681	38.4	611- 738	9	39.3	638- 769
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....	38.7	620- 748	40.4	671- 810	6	41.3	701- 846
4318	LICENSE BUREAU SUPERVISOR..... Z	38.8	622- 752	40.5	674- 814	1	41.4	704- 850
1664	BILLING AND COLLECTION SUPERVISOR..... Z	39.0	628- 758	43.3	769- 929	2	43.1	762- 920
4348	DELINQUENT REVENUE SUPERVISOR..... Z	39.1	631- 762	40.8	684- 826	1	41.7	71[illegible]- [illegible]
4244	PRINCIPAL INHERITANCE TAX EXAMINER..... Z	39.4	641- 773	41.1	694- 838	1	42.0	704- [illegible]
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR.....	40.7	681- 822	42.4	738- 891	2	43.3	[illegible]- [illegible]
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....	42.2	731- 882	43.9	792- 956	1	44.8	[illegible]- [illegible]

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4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR'S OFFICE.....	42.5	742- 895	44.2	803- 970	1	45.1	836-1013
1116	COMMERCIAL DIVISION ASSISTANT MANAGER..... Z	43.5	777- 938	45.2	842-1018	1	46.1	878-1062
1118	COMMERCIAL DIVISION MANAGER..... Z	48.0	961-1163	49.7	1042-1261	1	50.6	1088-1316

NUMBER OF CLASSES THIS BENCHMARK..... 168
NUMBER OF POSITIONS THIS BENCHMARK..... 3403

1466 METER READER

1978-79 SALARY SCHEDULE 32.8 APPROX $1021 - $1120 - $1229 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	1021	1120	1229		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
CITY OF HAYWARD	2	958	1054	1150	2,108	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF SAN JOSE	2	901	991	1080	1,982	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SANTA CLARA	8	1096	1248	1400	9,984	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	2	1097	1216	1335	2,432	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	21	1342	1342	1342	28,182	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
MARIN MUNI. UTIL. DIST.	7	1091	1175	1258	8,225	40.0	11.5	YES	NO	15	YES	YES	17.4%	$ 33	- 76	10-15-20-20
TOTALS ... 6	21		.....		24,731											
FLAT RATE TOTALS	21		.....		28,182											
COMBINED TOTAL	42															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1178 *

* RATE RANGE 1060 TO 1296 *

WEIGHTED AVERAGE OF THE FLAT RATES 1342 TO 1342

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* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1201 TO 1319 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1466 METER READER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 1466	METER READER.....	32.8	471- 567	34.3	505- 608	15	34.2	503- 605
7316	WATER SERVICE INSPECTOR.....	40.1	661- 800	41.6	710- 858	25	41.5	707- 854
7317	SENIOR WATER SERVICE INSPECTOR.....	43.1	762- 920	44.6	818- 989	5	44.5	814- 984
7204	CHIEF WATER SERVICE INSPECTOR.....	45.1	838-1013	46.6	899-1088	1	46.5	895-1083

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 46

1650 ACCOUNTANT

1978-79 SALARY SCHEDULE 32.8 APPROX $1021 - $1120 - $1229 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15	MAX
CITY & COUNTY SAN FRANCISCO	142	1021	1120	1229		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20	
PRIVATE BAY AREA	734	1087	1183	1250	868,322												
STATE OF CALIFORNIA	51	987	1086	1184	55,386	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36 - 92		10-15-19-20	
U.S. GOVERNMENT	14	876	1007	1138	14,098	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26	
U.S. GOVERNMENT	137	1085	1248	1410	170,976	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26	
ALAMEDA COUNTY	3	1168	1221	1274	3,663	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20	
CONTRA COSTA COUNTY	1	1094	1212	1330	1,212	40.0	12	YES	NO	12	YES	YES	*	$ 51 -110		15-15-25-35	
MARIN COUNTY	2	1085	1202	1318	2,404	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30	
SAN MATEO COUNTY	18	1101	1239	1376	22,302	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		15-16-21-22	
SANTA CLARA COUNTY	2	1045	1155	1264	2,310	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23	
CITY OF BERKELEY	0	1147	1263	1378	0	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-20-25	
CITY OF CONCORD	2	1143	1266	1388	2,532	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29 -142		10-12-17-20	
CITY OF OAKLAND	16	1216	1281	1345	20,496	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -114		10-15-18-20	
CITY OF SAN JOSE	0	1117	1229	1341	0	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 81		10-15-20-20	
CITY OF SANTA CLARA	1	1302	1481	1659	1,481	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27 - 96		10-15-20-20	
EAST BAY MUNI. UTIL. DIST.	5	1271	1376	1481	6,880	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 - 87		10-15-20-20	
U.C.MEDICAL CENTER S.F.	4	1111	1224	1336	4,896	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24	
U.C. BERKELEY	4	1111	1224	1336	4,896	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24	
TOTALS ... 16	994	.....			1,181,854												

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1189      *
*                          R A T E   R A N G E    1070  TO  1308    *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 1650 ACCOUNTANT *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z		37060YR	38,357YR		1	39,316YR	
* 1650	ACCOUNTANT.....	Z	32.8	471- 567	33.5	487- 586	142	34.0	498- 599
9385	BUSINESS SERVICE OFFICER, PORT OF SAN FRANCISCO.....		36.3	554- 668	37.0	572- 691	0	37.5	586- 707
1652	SENIOR ACCOUNTANT.....	Z	36.8	567- 684	37.5	586- 707	79	38.0	599- 724
4220	PERSONAL PROPERTY AUDITOR.....	Z	36.8	567- 684	37.5	586- 707	28	38.0	599- 724
3102	ASSISTANT BUSINESS MANAGER, RECREATION AND PARK DEPT....	Z	39.3	638- 769	40.0	658- 796	1	40.5	674- 814
9380	ADMINISTRATIVE SERVICE OFFICER, PORT.....	Z	40.3	668- 807	41.0	691- 834	1	41.5	707- 854
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	40.6	677- 818	42.5	742- 895	1	43.0	758- 916
1654	PRINCIPAL ACCOUNTANT.....	Z	40.8	684- 826	41.5	707- 854	52	42.0	724- 874
4222	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	40.8	684- 826	41.5	707- 854	15	42.0	724- 874
1826	ASSOCIATE BUDGET ANALYST.....	Z	43.6	781- 943	44.3	807- 975	7	44.8	826- 998
1656	HEAD ACCOUNTANT.....	Z	44.8	826- 998	45.5	854-1032	32	46.0	874-1057
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	44.8	826- 998	45.5	854-1032	10	46.0	874-1057
8336	BUSINESS MANAGER, JUVENILE COURT.....	Z	45.0	834-1008	45.7	862-1042	1	46.2	882-1067
4225	ASSISTANT CHIEF PERSONAL PROPERTY AUDITOR.....	Z	46.8	908-1099	47.5	938-1136	1	48.0	961-1163
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	47.1	920-1114	47.8	952-1152	0	48.3	975-1180
1658	CHIEF ACCOUNTANT.....	Z	48.5	984-1191	49.2	1018-1232	15	49.7	1042-1261
2970	DIRECTOR.ADMINISTRATIVE SERVICE DEPT OF SOCIAL SERVICES.	Z	48.5	984-1191	49.2	1018-1232	1	49.7	1042-1261
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	48.5	984-1191	49.2	1018-1232	2	49.7	1042-1261

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3104	BUSINESS MANAGER, RECREATION AND PARK DEPARTMENT.....	Z	49.0	1006-1220	49.7	1042-1261	1	50.3	1067-1291
1661	ASSISTANT FISCAL OFFICER, BOARD OF EDUCATION.....	Z	49.3	1022-1237	50.0	1057-1279	1	50.5	1083-1310
1666	FISCAL OFFICER, DEPARTMENT OF PUBLIC HEALTH.....	Z	49.5	1032-1249	50.2	1067-1291	1	50.7	1093-1323
1892	ASSISTANT BUDGET DIRECTOR AND ANALYST.....	Z	50.5	1083-1310	51.2	1120-1355	1	51.7	1147-1388
1672	ASSISTANT CONTROLLER.....	Z	51.0	1109-1342	51.7	1147-1388	1	52.2	1174-1421
1675	SUPERVISING FISCAL OFFICER MUNICIPAL RAILWAY.....		51.1	1114-1349	51.1	1114-1349	1	51.6	1141-1381
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	51.5	1136-1375	52.2	1174-1421	1	52.7	1203-1457
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR.....	Z	53.0	1220-1477	53.7	1261-1526	1	54.2	1291-1565
9384	CHIEF, BUREAU OF ADMINISTRATION FINANCE, PORT.....		54.0	1279-1550	54.7	1323-1603	1	55.2	1355-1642
1831	BUDGET DIRECTOR AND ANALYST, BOARD OF SUPERVISORS.....	Z	55.8	1394-1690	56.5	1443-1748	1	57.0	1477-1791
1680	CHIEF ASSISTANT CONTROLLER.....	Z	56.8	1463-1773	57.5	1513-1835	1	58.0	1550-1881
1682	CONTROLLER.....	Z		2070-2070		2135-2135	1		2188-2188

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 401

1720 DATA ENTRY OPERATOR

1978-79 SALARY SCHEDULE 26.7 APPROX $774 - $847 - $927 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR	8-15	MAX
CITY & COUNTY SAN FRANCISCO	87	774	847	927		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10	15	20-25
PRIVATE BAY AREA	4393	814	919	1144	4,037,167													
STATE OF CALIFORNIA	47	740	812	884	38,164	40.0	12	YES	NO	12	NO	YES	14.8%	$ 38	- 98	10	15	19-30
U.S. GOVERNMENT	176	697	802	906	141,152	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13	18	26-26
U.S. GOVERNMENT	22	783	900	1017	19,800	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13	18	20-26
ALAMEDA COUNTY	8	800	874	947	6,992	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10	15	20-20
CONTRA COSTA COUNTY	19	768	891	934	16,169	40.0	12	YES	NO	12	YES	YES	*	$ 83	-110	10	15	20-21
MARIN COUNTY	10	699	775	850	7,750	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10	15	20-30
SAN MATEO COUNTY	17	778	875	972	14,875	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13	16	21-22
SANTA CLARA COUNTY	58	783	864	944	50,112	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11	17	21-23
CITY OF BERKELEY	7	956	1001	1046	7,007	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10	15	20-25
CITY OF CONCORD	4	796	882	968	3,528	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10	12	17-20
CITY OF FREMONT	1	796	875	954	875	40.0	11	YES	YES	12	YES	NO	8.6%	$ 46	- 98	12	15	21-21
CITY OF HAYWARD	4	766	842	918	3,368	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10	15	16-20
CITY OF OAKLAND	8	842	887	931	7,096	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10	15	18-20
CITY OF RICHMOND	0	970	1054	1138	0	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10	15	20-25
CITY OF SAN JOSE	5	786	863	939	4,315	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10	15	20-20
CITY OF SANTA CLARA	3	878	1001	1123	3,003	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10	15	20-20
EAST BAY MUNI. UTIL. DIST.	4	943	1021	1099	4,084	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10	15	20-20
OAKLAND CITY SCHOOL DIST.	3	765	848	930	2,544	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 95	10	15	25-25
U.C.MEDICAL CENTER S.F.	8	760	834	908	6,672	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15	15	21-24
U.C. BERKELEY	24	760	834	908	20,016	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15	15	21-24
TOTALS ... 20	4821				4,394,689													

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          912     *
*                          R A T E   R A N G E     821  TO  1003  *
*                                                                 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

1720 DATA ENTRY OPERATOR

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1733	ELECTRONIC DATA PROCESSING AIDE.....	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
* 1720	DATA ENTRY OPERATOR.....	26.7	357- 428	28.1	381- 455	87	28.3	384- 460
1721	SENIOR DATA ENTRY OPERATOR.....	28.7	391- 469	30.1	416- 500	6	30.3	420- 505
1722	TABULATING MACHINE OPERATOR.....	28.7	391- 469	30.1	416- 500	43	30.3	420- 505
1727	SUPERVISING DATA ENTRY OPERATOR.....	30.7	428- 514	32.1	455- 549	2	32.3	460- 554
1724	SENIOR TABULATING MACHINE OPERATOR.....	32.9	473- 570	34.3	505- 608	7	34.5	510- 614
1726	PRINCIPAL TABULATING MACHINE OPERATOR.....	35.4	531- 641	36.8	567- 684	5	37.0	572- 691
1728	TABULATING DIVISION SUPERVISORS..... Z	40.4	671- 810	42.9	755- 912	5	43.1	762- 920

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 155

1736 ELEC DATA PROCESS EQUIPMENT OPERATOR

1978-79 SALARY SCHEDULE 30.7 APPROX $927 - $1016 - $1114 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SGC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	10	927	1016	1114		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	1406	957	1067	1346	1,500,202											
STATE OF CALIFORNIA	11	920	1010	1100	11,110	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
U.S. GOVERNMENT	74	976	1123	1269	83,102	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-24-26
U.S. GOVERNMENT	76	1085	1248	1410	94,848	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-24-26
ALAMEDA COUNTY	12	912	999	1085	11,988	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-16-20-20
CONTRA COSTA COUNTY	0	954	1057	1160	0	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-19-25-35
MARIN COUNTY	3	960	1064	1167	3,192	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	6	988	1112	1236	6,672	40.0	11	YES	YES	12	YES	YES	8.0%	$ 50	- 94	13-16-21-22
SANTA CLARA COUNTY	11	955	1053	1151	11,583	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	2	1096	1149	1201	2,298	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	1	978	1084	1189	1,084	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF HAYWARD	1	941	1033	1125	1,033	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	3	1013	1066	1119	3,198	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	0	1093	1193	1293	0	37.5	12.5	YES	YES	12	YES	NO	18.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	3	957	1053	1148	3,159	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SANTA CLARA	1	1096	1248	1400	1,248	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	1	1068	1185	1301	1,185	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	5	1123	1215	1306	6,075	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	3	1002	1109	1216	3,327	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	3	928	1020	1111	3,060	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	19	928	1020	1111	19,380	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 20		1641	.....		1,767,744											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1077  *
*                          R A T E   R A N G E     969 TO 1185 *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1833	TAPE LIBRARIAN, ELECTRONIC DATA PROCESSING.....	26.7	357- 428	27.4	368- 442	0	27.9	377- 451
1834	SENIOR TAPE LIBRARIAN.....	28.7	391- 469	29.4	404- 485	0	29.9	412- 496
1853	CONTROL CLERK, ELECTRONIC DATA PROCESSING.....	28.7	391- 469	29.4	404- 485	15	29.9	412- 496
* 1736	ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR.....	30.7*	428- 514	31.4*	442- 531	10	31.9*	451- 544
1855	SENIOR CONTROL CLERK, ELECTRONIC DATA PROCESSING.....	30.7	428- 514	31.4	442- 531	4	31.9	451- 544
1734	ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR TRAINEE...		436- 436		451- 451	1		485- 485
1856	ASST. CONTROL SUPERVISOR, ELECTRONIC DATA PROCESSING....	32.5	465- 560	33.2	480- 578	3	33.7	491- 591
1737	SENIOR ELECTRONIC DATA PROCESSING EQUIPMENT OPERATOR....	33.0*	475- 572	33.7*	491- 591	3	34.2*	503- 605
1868	TELEPROCESSING TECHNICIAN.....	34.0	498- 599	34.7	514- 620	0	35.2	526- 634
1858	CONTROL SUPERVISOR, ELECTRONIC DATA PROCESSING.....	35.0	521- 628	35.7	539- 650	1	36.2	552- 664
1738	ELECTRONIC DATA PROCESSING SHIFT SUPERVISOR OPERATOR.... Z	36.5*	560- 674	37.2*	578- 697	1	37.7*	591- 714
1741	SENIOR ELECTRONIC DATA PROCESSING SHIFT SUPERVISOR..... Z	38.0*	599- 724	38.7*	620- 748	0	39.2*	634- 766
1730	ELECTRONIC DATA PROCESSING CTR. ASST. SUPERVISOR(RAMAC). Z	41.0	691- 834	41.7	714- 862	0	42.2	731- 882
1739	MANAGER, ELECTRONIC DATA PROCESSING OPERATIONS DIVISION. Z	41.5	707- 854	42.2	731- 882	2	42.7	748- 903
1732	ELECTRONIC DATA PROCESSING CENTER SUPERVISOR (RAMAC).... Z	42.5	742- 895	43.2	766- 925	0	43.7	785- 947

*5% ADDITIONAL WHEN PERFORMING DUTIES AS CONSOLE OPERATOR ON OPERATING SYSTEM.

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 40

1760 OFFSET MACHINE OPERATOR

1978-79 SALARY SCHEDULE 30.3 APPROX $910 - $997 - $1094 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	15	910	997	1094		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	429	887	1017	1113	436,293											
STATE OF CALIFORNIA	10	826	907	987	9,070	40.0	12	YES	NO	13	NO	YES	16.0%	$ 38	- 92	10-15-15-20
U.S. GOVERNMENT	8	697	802	906	6,416	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
ALAMEDA COUNTY	5	1109	1109	1109	5,545	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	6	827	916	1005	5,496	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	1	914	1013	1111	1,013	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	3	891	1003	1114	3,009	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	2	912	1005	1098	2,010	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	2	977	1024	1070	2,048	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF HAYWARD	1	858	944	1029	944	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	5	945	996	1047	4,980	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF SAN JOSE	4	878	965	1052	3,860	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SANTA CLARA	1	992	1132	1272	1,132	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	990	1071	1151	1,071	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1123	1215	1306	1,215	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	7	803	890	976	6,230	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	727	798	868	1,596	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	3	727	798	868	2,394	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 17	486		.....		488,777											
FLAT RATE TOTALS	5		.....		5,545											
COMBINED TOTAL	491															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1006 *

* RATE RANGE 905 TO 1107 *

WEIGHTED AVERAGE OF THE FLAT RATES 1109 TO 1109

* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 907 TO 1107 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 1760 OFFSET MACHINE OPERATOR *
****

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1740	BLUEPRINTING MACHINE OPERATOR.....	28.6	390- 467	28.6	390- 467	1	28.7	391- 469
1750	MICROPHOTO TECHNICIAN.....	28.6	390- 467	28.6	390- 467	3	28.7	391- 469
1742	SENIOR BLUEPRINTING MACHINE OPERATOR.....	30.3	420- 505	30.3	420- 505	1	30.4	422- 508
1752	SENIOR MICROPHOTO TECHNICIAN.....	30.3	420- 505	30.3	420- 505	1	30.4	422- 508
* 1760	OFFSET MACHINE OPERATOR.....	30.3	420- 505	30.3	420- 505	15	30.4	422- 508
1762	SENIOR OFFSET MACHINE OPERATOR.....	31.8	449- 541	33.6	489- 589	4	33.7	491- 591
1772	PHOTO-LITHOGRAPHER.....	31.8	449- 541	33.6	489- 589	1	33.7	491- 591
1763	REPRODUCTION SUPERVISOR I.....	32.8	471- 567	34.6	512- 617	1	34.7	514- 620
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR.....	32.8	471- 567	34.6	512- 617	3	34.7	514- 620
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	35.8	541- 652	37.6	589- 710	1	37.7	591- 714

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 31

1770 PHOTOGRAPHER

1978-79 SALARY SCHEDULE 33.1 APPROX $1034 - $1136 - $1246 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1034	1136	1246		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	69	1170	1319	1590	91,011											
STATE OF CALIFORNIA	1	1053	1158	1263	1,158	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36	- 92	10-15-19-20
U.S. GOVERNMENT	2	876	1007	1138	2,014	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
U.S. GOVERNMENT	8	976	1123	1269	8,984	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
U.S. GOVERNMENT	9	1085	1248	1410	11,232	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
ALAMEDA COUNTY	2	1170	1287	1403	2,574	37.5	13	NO	NO	13	YES	YES	9.9%	$ 50	-127	10-15-20-20
SANTA CLARA COUNTY	4	1072	1183	1294	4,732	40.0	11	YES	NO	12	YES	YES	9.6%	$ 66	- 98	11-17-21-23
CITY OF BERKELEY	1	1073	1180	1286	1,180	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-16-20-25
CITY OF SAN JOSE	1	1197	1318	1438	1,318	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 61	10-15-20-20
CITY OF SANTA CLARA	1	1152	1311	1469	1,311	40.0	11.5	YES	YES	18	YES	YES	10.9%	$ 27	- 96	10-15-20-20
U.C.MEDICAL CENTER S.F.	2	1040	1143	1246	2,286	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 9	100		.....		127,800											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1278 *

* RATE RANGE 1150 TO 1406 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

1770 PHOTOGRAPHER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 1770	PHOTOGRAPHER.....	33.1	477- 575	34.0	498- 599	8	35.5	534- 644
1774	HEAD PHOTOGRAPHER.....	34.1	500- 602	35.0	521- 628	1	36.5	560- 674
3534	MUSEUM PHOTOGRAPHER.....	34.1	500- 602	35.0	521- 628	1	36.5	560- 674

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 10

1004 STATISTICIAN

1978-79 SALARY SCHEDULE 38.0 APPROX $1298 - $1426 - $1569 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	9	1298	1426	1569		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-30
STATE OF CALIFORNIA	9	1294	1425	1556	12,825	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36 - 92		10-15-15-20
ALAMEDA COUNTY	3	1497	1609	1721	4,827	37.5	13	NO	NO	13	YES	YES	9.9%	$ 92 - 107		10-15-20-25
U.C.MEDICAL CENTER S.F.	0	1397	1540	1683	0	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	2	1397	1540	1683	3,080	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 4	14				20,732											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1481 *

* RATE RANGE 1333 TO 1629 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1804 STATISTICIAN *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1802	RESEARCH ASSISTANT.....	Z	34.5	510- 614	35.6	536- 647	7	35.2	526- 634
* 1804	STATISTICIAN.....	Z	38.0	599- 724	39.1	631- 762	9	38.7	620- 748
1806	SENIOR STATISTICIAN.....	Z	41.5	707- 854	42.6	745- 899	4	42.2	731- 882
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.....	Z	41.7	714- 862	42.8	752- 908	1	42.4	738- 891
1814	ASSISTANT ACTUARY.....	Z	46.0	874-1057	47.1	920-1114	1	46.7	903-1093
1816	ACTUARY.....	Z	52.7	1203-1457	53.8	1267-1535	1	53.4	1243-1506

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 23

1822 ADMINISTRATIVE ANALYST

1978-79 SALARY SCHEDULE 38.9 APPROX $1354 - $1491 - $1636 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1354	1491	1636		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-25
STATE OF CALIFORNIA	10	1556	1716	1876	17,160	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
CONTRA COSTA COUNTY	7	1632	1808	1983	12,656	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	1	1243	1377	1511	1,377	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	3	1517	1707	1896	5,121	40.0	11	YES	YES	12	YES	YES	6.2%	$ 52	- 94	13-16-21-22
CITY OF BERKELEY	16	1405	1549	1693	24,784	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF HAYWARD	4	1161	1286	1410	5,144	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF SAN JOSE	4	1431	1578	1725	6,312	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1994	2161	2328	2,161	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	15-15-20-20
U.C.MEDICAL CENTER S.F.	0	1336	1472	1607	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	5	1336	1472	1607	7,360	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 10	51	.....			82,075											

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*                                                               *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1609    *
*                          R A T E   R A N G E    1448  TO  1770 *
*                                                               *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1190	MAYOR	Z		55496YR	60,892 YR		1	59,979 YR	
1848	MAYOR'S PROGRAM CONSULTANT	Z		16720YR	18,308YR		3	18,033YR	
1849	MAYOR'S PROGRAM MANAGER	Z		25080YR	27,463YR		5	27,051YR	
4390	TREASURER	Z		33683YR	36,883YR		1	36,330YR	
9960	ASSISTANT TO PROFESSIONALS		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9998	STAFF AIDE, CETA		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9730	STAFF AIDE I, SPECIAL PROJECT	Z		362- 362		396- 396	0		362- 362
3266	ASSISTANT TO MUNICIPAL STADIUMS MANAGER		30.1	416- 500	32.0	453- 546	0	31.7	448- 539
9732	STAFF AIDE II, SPECIAL PROJECT	Z		416- 416		456- 456	0		416- 416
1820	JUNIOR ADMIN. INTIATIVE ANALYST	Z	31.4	442- 531	33.3	482- 580	1	33.0	475-572
1840	JUNIOR MANAGEMENT ASSISTANT	Z	31.4	442- 531	33.8	494- 594	8	33.5	487- 586
9734	STAFF ASSISTANT I, SPECIAL PROJECT	Z		474- 474		519- 519	0		474- 474
3450	FARMERS MARKET MANAGER		33.5	487- 586	35.4	531- 641	1	35.1	524- 631
1842	MANAGEMENT ASSISTANT	Z	34.9	519- 625	37.8	594- 717	59	37.5	586- 707
1835	ADMINISTRATIVE ASST. TO MEMBERS OF THE BOARD OF SUPRVS.	Z		539- 539		644- 644	11		634- 634
9389	MOPT TRAFFIC ANALYST	Z	35.9	544- 655	37.8	594- 717	0	37.5	586- 707
9736	STAFF ASSISTANT II, SPECIAL PROJECT	Z		544- 544		596- 596	0		544- 544
1829	OPERATIONS ANALYST	Z	36.1	549- 661	38.0	599- 724	18	37.7	591- 714
1548	SECRETARY, SOCIAL SERVICES COMMISSION	Z	36.6	562- 677	38.8	614- 742	1	38.2	605- 731

1822 ADMINISTRATIVE ANALYST

1978-79 SALARY SCHEDULE 38.9 APPROX $1354 - $1491 - $1636 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	8	1354	1491	1636		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
STATE OF CALIFORNIA	10	1556	1716	1876	17,160	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36 - 92		10-15-19-20
CONTRA COSTA COUNTY	7	1632	1808	1983	12,656	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
MARIN COUNTY	1	1243	1377	1511	1,377	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	3	1517	1707	1896	5,121	40.0	11	YES	YES	12	YES	YES	6.2%	$ 50 - 94		13-16-21-22
CITY OF BERKELEY	16	1405	1549	1693	24,784	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-10-25
CITY OF HAYWARD	4	1161	1286	1410	5,144	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29 -126		10-15-16-20
CITY OF SAN JOSE	4	1431	1578	1725	6,312	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 81		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1994	2161	2328	2,161	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 - 87		10-15-20-20
U.C.MEDICAL CENTER S.F.	0	1336	1472	1607	0	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	5	1336	1472	1607	7,360	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 10		51	.....		82,075											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1609        *
*                          R A T E   R A N G E    1448  TO  1770       *
*                                                                     *
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 1822 ADMINISTRATIVE ANALYST

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1190	MAYOR	Z		55496YR	60,892 YR		1	59,979 YR	
1848	MAYOR'S PROGRAM CONSULTANT	Z		16720YR	18,308YR		3	18,033YR	
1849	MAYOR'S PROGRAM MANAGER	Z		25080YR	27,463YR		5	27,051YR	
4390	TREASURER	Z		33683YR	36,883YR		1	36,330YR	
9960	ASSISTANT TO PROFESSIONALS		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9998	STAFF AIDE, CETA		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9730	STAFF AIDE I, SPECIAL PROJECT	Z		362- 362		396- 396	0		362- 362
3266	ASSISTANT TO MUNICIPAL STADIUMS MANAGER		30.1	416- 500	32.0	453- 546	0	31.7	448- 539
9732	STAFF AIDE II, SPECIAL PROJECT	Z		416- 416		456- 456	0		416- 416
1820	JUNIOR ADMINISTRATIVE ANALYST	Z	31.4	442- 531	33.3	482- 580	1	33.0	475- 572
1840	JUNIOR MANAGEMENT ASSISTANT	Z	31.4	442- 531	33.8	494- 594	8	33.5	487- 586
9734	STAFF ASSISTANT I, SPECIAL PROJECT	Z		474- 474		519- 519	0		474- 474
3480	FARMERS MARKET MANAGER		33.5	487- 586	35.4	531- 641	1	35.1	524- 631
1842	MANAGEMENT ASSISTANT	Z	34.9	519- 625	37.8	594- 717	29	37.5	586- 707
1835	ADMINISTRATIVE ASST. TO MEMBERS OF THE BOARD OF SUPRVS.	Z		539- 539		644- 644	11		634- 634
9389	PORT TRAFFIC ANALYST	Z	35.9	544- 655	37.8	594- 717	0	37.5	586- 707
9736	STAFF ASSISTANT II, SPECIAL PROJECT	Z		544- 544		596- 596	0		544- 544
1829	OPERATIONS ANALYST	Z	36.1	549- 661	38.0	599- 724	18	37.7	591- 714
1548	SECRETARY, SOCIAL SERVICES COMMISSION	Z	36.6	562- 677	38.5	614- 742	1	38.2	605- 731

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1836	MEMBERSHIP REPRESENTATIVE, HEALTH SERVICE SYSTEM.....		36.7	565- 681	38.6	617- 745	0	38.3	608- 735
2128	ADMINISTRATIVE ASSISTANT, LAGUNA HONDA HOSPITAL.....	Z	37.0	572- 691	38.9	625- 755	0	38.6	617- 745
1859	ASSISTANT TO THE DIRECTOR OF INFORMATION.....	Z	37.6	589- 710	39.5	644- 777	1	39.2	634- 766
1839	ADMINISTRATIVE ASSISTANT, COMMISSION ON THE AGING.....	Z	37.9	596- 721	39.8	652- 788	1	39.5	644- 777
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	37.9	596- 721	41.3	701- 846	34	41.0	691- 834
2129	ADMINISTRATIVE ASSISTANT, SF GENERAL HOSPITAL.....	Z	38.0	599- 724	39.9	655- 792	1	39.6	647- 781
9386	ASSOCIATE PORT TRAFFIC MANAGER.....	Z	38.4	611- 738	40.3	668- 807	0	40.0	658- 796
2124	DIRECTOR OF ADMISSIONS, SAN FRANCISCO GENERAL HOSPITAL..	Z	38.8	622- 752	41.8	717- 866	1	41.5	707- 854
* 1822	ADMINISTRATIVE ANALYST.....	Z	38.9	625- 755	40.8	684- 826	8	40.5	674- 814
9738	STAFF ASSISTANT III, SPECIAL PROJECT.....	Z		625- 625		684- 684	1		625- 625
2127	ADMINISTRATIVE ASST. TO THE DIRECTOR OF PUBLIC HEALTH...	Z	39.0	628- 758	40.9	688- 830	1	40.6	677- 818
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	39.1	631- 762	41.0	691- 834	0	40.7	681- 822
8130	ADMINISTRATIVE ASSISTANT, DISTRICT ATTORNEY'S OFFICE....	Z	39.6	647- 781	41.5	707- 854	1	41.2	697- 842
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.....	Z	39.8	652- 788	41.7	714- 862	1	41.4	704- 850
1847	EXECUTIVE AIDE, MAYOR'S OFFICE.....	Z	40.0	658- 796	41.9	721- 870	0	41.6	710- 858
1565	ASSISTANT DIRECTOR, ART COMMISSION.....		40.1	661- 800	40.1	661- 800	1	40.1	661- 800
1540	SECRETARY, FIRE COMMISSION.....	Z	40.3	668- 807	43.6	781- 943	1	43.3	769- 929
3268	MUNICIPAL STADIUMS MANAGER.....	Z	40.3	668- 807	42.2	731- 882	1	41.9	721- 870
9387	PORT TRAFFIC MANAGER.....	Z	40.4	671- 810	42.3	735- 887	1	42.0	724- 874

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1131	ASSISTANT BUREAU CHIEF, FINANCE AND RECORDS.....	Z	40.5	674- 814	42.4	738- 891	2	42.1	728- 878
1506	CONFIDENTIAL SECRETARY TO SHERIFF.....	Z		682- 682	38.6	617- 745	1	38.3	608- 735
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMMISSION.....	Z	40.8	684- 826	42.7	748- 903	1	42.4	738- 891
1556	ADMINISTRATIVE SECRETARY, CITY PLANNING COMMISSION.....	Z	40.8	684- 826	42.7	748- 903	1	42.4	738- 891
3589	ASST. DIRECTOR, ADMIN. CENTER FOR ASIAN ART AND CULTURE.	Z	40.9	688- 830	42.8	752- 908	1	42.5	742- 895
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	40.9	688- 830	42.8	752- 908	1	42.5	742- 895
1544	SECRETARY, LIBRARY COMMISSION.....	Z	41.1	694- 838	43.0	758- 916	1	42.7	748- 903
4120	EXEC.SEC'Y BD OF TRUSTEES & ASST. MANAGING DIR. WAR MEM.	Z	41.1	694- 838	43.0	758- 916	1	42.7	748- 903
1129	CHIEF DEPUTY REGISTRAR OF VOTERS-RECORDER.....	Z	41.2	697- 842	43.1	762- 920	1	42.8	752- 908
2979	STUDENT ASSIGNMENT MANAGER, BOARD OF EDUCATION.....		41.2	697- 842	41.2	697- 842	1	41.2	697- 842
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z		700- 700	39.2	634- 766	1	38.9	625- 755
2119	HEALTH CARE ANALYST.....		41.3	701- 846	41.3	701- 846	1	41.3	701- 846
9322	SUPERINTENDENT, STATE BELT RAILROAD.....		41.4	704- 850	43.3	769- 929	0	43.0	758- 916
1550	EXECUTIVE ASSISTANT TO THE BOARD OF EDUCATION.....	Z	41.6	710- 858	43.5	777- 938	1	43.2	766- 925
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z		720- 720		788- 788	0		720- 720
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	41.9	721- 870	43.8	788- 952	5	43.5	777- 938
3588	ASSISTANT DIRECTOR FOR ADMINISTRATION, MUSEUMS.....	Z	41.9	721- 870	43.8	788- 952	0	43.5	777- 938
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	42.1	728- 878	44.0	796- 961	1	43.7	785- 947
1845	EXECUTIVE REPRESENTATIVE.....		42.2	731- 882	44.1	800- 966	0	43.8	788- 952

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1110	EXECUTIVE ASST. TO GENERAL MANAGER, RETIREMENT SYSTEM....	Z	42.6	745- 899	44.5	834- 994	1	44.2	823- 979
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.....	Z		757- 792	40.7	681- 889	1	42.4	671- 816
1825	MANAGEMENT ANALYST.....	Z	43.1	762- 920	45.0	834-1008	0	44.7	822- 994
3110	EXECUTIVE SEC'Y TO GENERAL MANAGER, RECREATION AND PARK.	Z		766- 766	41.1	694- 838	1	42.8	684- 828
1104	PARKING AUTHORITY DIRECTOR.....	Z	43.3	769- 929	45.2	842-1018	1	44.9	833-1003
1815	MANAGEMENT AIDE.....			776- 776		850- 850	1		837- 837
1136	ASSISTANT COUNTY CLERK.....	Z	43.7	785- 947	45.6	858-1037	1	45.3	846-1022
1838	ADMIN. ASST. TO EXECUTIVE DIRECTOR, HEALTH SERVICE SYS..	Z	44.1	800- 966	46.0	874-1057	1	45.7	862-1042
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	44.7	822- 994	46.6	899-1088	1	46.3	887-1073
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z		830- 830		909- 909	0		830- 830
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	45.1	838-1013	47.0	916-1109	1	46.7	903-1093
2126	EXECUTIVE ASSISTANT, COMMUNITY MENTAL HEALTH SERVICES...	Z	45.1	838-1013	47.0	916-1109	1	46.7	903-1093
4331	SECURITY ANALYST.....	Z	45.1	838-1013	47.0	916-1109	1	46.7	903-1093
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR.....	Z	45.1	838-1013	47.0	916-1109	1	46.7	903-1093
9276	SECRETARY, AIRPORTS COMMISSION.....	Z		844- 844	43.2	766- 925	1	42.9	755- 912
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR.....	Z		853- 853		934- 934	1		920- 920
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I.....	Z	45.6	858-1037	47.5	938-1136	3	47.2	925-1120
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR.....	Z	45.6	858-1037	47.5	938-1136	1	47.2	925-1120
2158	ASSISTANT ADMINISTRATOR, LAGUNA HONDA HOSPITAL.....	Z	45.7	862-1042	47.6	943-1141	1	47.3	929-1125

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
4384	CHIEF ASSISTANT TREASURER.....	Z	46.6	899-1088	48.5	984-1191	1	48.3	975-1180
1114	ADMINISTRATRATOR, RETIREMENT SERVICES.....	Z	46.8	908-1099	48.7	994-1203	1	48.4	979-1185
5109	ASSISTANT DEPUTY FOR DEVELOPMENT.....	Z	47.0	916-1109	48.9	1003-1214	0	48.6	989-1197
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	47.1	920-1114	49.0	1008-1220	2	48.7	994-1203
5108	SPECIAL ASSISTANT FOR HOUSING AND RELOCATION.....	Z	47.8	952-1152	49.7	1042-1261	0	49.4	1027-1243
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z		957- 957		1048-1048	0		957- 957
2142	ASSISTANT ADMINISTRATOR, SAN FRANCISCO GENERAL HOSPITAL.	Z	48.0	961-1163	49.9	1052-1273	4	49.6	1037-1255
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	48.0	961-1163	49.9	1052-1273	1	49.6	1037-1255
1108	EXECUTIVE DIRECTOR, HEALTH SERVICE SYSTEM.....	Z	48.3	975-1180	50.2	1067-1291	1	49.9	1052-1273
1126	PUBLIC ADMINISTRATOR.....	Z	48.5	984-1191	50.4	1078-1304	1	50.1	1062-1285
3587	DEPUTY DIR. FOR ADMINISTRATION AND DEVELOPMENT, MUSEUMS.		48.5	984-1191	50.4	1078-1304	1	50.1	1062-1285
1554	ADMINISTRATIVE SECRETARY, PUBLIC UTILITIES COMMISSION...		48.6	989-1197	48.6	989-1197	1	48.3	975-1180
1575	EXECUTIVE DIRECTOR, BOARD OF PERMIT APPEALS.....	Z		1031-1031	47.4	934-1131	1	47.1	920-1114
4373	DEPUTY TAX ADMINISTRATOR.....	Z	49.6	1037-1255	51.5	1136-1375	1	51.2	1120-1355
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	49.7	1042-1261	51.6	1141-1381	1	51.3	1125-1362
1142	COUNTY CLERK.....	Z	49.7	1042-1261	51.6	1141-1381	1	51.3	1125-1362
4378	CASH MANAGEMENT AND INVESTMENT OFFICER.....	Z	49.8	1047-1267	51.7	1147-1388	1	51.4	1131-1368
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.....	Z	50.1	1062-1285	52.0	1163-1407	4	51.7	1147-1388
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z		1076-1076	48.2	970-1174	1	47.9	956-1158

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
4374	TAX ADMINISTRATOR	Z	50.5	1081-1316	52.4	1166-1416	1	52.1	1169-1414
9746	STAFF ASSISTANT VII, SPECIAL PROJECT	Z		1101-1101		1206-1206	0		1101-1101
5163	WATER DEPARTMENT ASST. GENERAL MANAGER, ADMINISTRATIVE	Z	51.0	1164-1342	53.4	1214-1478	1	53.6	1197-1460
1140	DIRECTOR OF FINANCE AND RECORDS	Z	51.3	1125-1362	53.0	1239-1491	1	52.9	1214-1478
1180	EXECUTIVE ASSISTANT TO THE CHIEF ADMINISTRATIVE OFFICER	Z	51.5	1136-1375	53.4	1243-1506	1	53.1	1226-1484
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT	Z		1212-1212		1327-1327	0		1212-1212
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	52.9	1214-1470	54.8	1319-1611	1	54.5	1310-1588
1115	CHIEF INVESTMENT OFFICER	Z	53.4	1243-1506	55.3	1362-1650	1	55.0	1342-1626
9383	DEPUTY PORT DIRECTOR (MARITIME AFFAIRS)	Z	53.4	1243-1506	55.3	1362-1650	1	55.0	1342-1626
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	53.5	1249-1513	55.4	1368-1658	1	55.1	1349-1634
5164	WATER DEPT ASST. GENERAL MANAGER & ASST. CHIEF ENGINEER	Z	53.5	1249-1513	55.4	1368-1658	1	55.1	1349-1634
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES		54.0	1279-1550	55.9	1401-1698	0	55.6	1381-1674
5144	GENERAL MANAGER, HETCH HETCHY PROJ. & UTIL.ENGR.BUREAU	Z	54.8	1329-1611	56.7	1457-1765	1	56.4	1436-1740
9750	STAFF ASSISTANT IX, SPECIAL PROJECT	Z		1334-1334		1461-1461	0		1334-1334
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC	Z	56.5	1443-1748	56.5	1443-1748	1	56.5	1443-1748
9752	STAFF ASSISTANT X, SPECIAL PROJECT	Z		1466-1466		1605-1605	0		1466-1466
5111	DEPUTY FOR DEVELOPMENT	Z		1598-1598		1750-1750	0		1698-1698
9754	STAFF ASSISTANT XI, SPECIAL PROJECT	Z		1613-1613		1766-1766	0		1613-1613
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE	Z		1621-1621	56.8	1463-1773	1	56.5	1443-1748

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1822 ADMINISTRATIVE ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1898	EXECUTIVE DEPUTY FOR PROGRAM AND FISCAL ADMINISTRATION..	Z		1621-1621	56.8	1463-1773	1	56.5	1443-1748
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMMISSION.....	Z	59.5	1666-2023	61.4	1827-2221	1	61.1	1800-2188
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.....	Z		1693-1693		1854-1854	0		1693-1693
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	60.0	1706-2074	61.9	1871-2274	1	61.6	1844-2242
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT.....	Z		1778-1778		1947-1947	0		1778-1778

NUMBER OF CLASSES THIS BENCHMARK..... 119
NUMBER OF POSITIONS THIS BENCHMARK..... 210

1672 PROGRAMMER ANALYST

1978-79 SALARY SCHEDULE 36.9 APPROX $1235 - $1354 - $1491 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	1235	1354	1491		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	37	1294	1422	1550	52,614	40.0	12	YES	NO	12	NO	YES	16.0[illegible]	$ 38	- 96	10-15-19-20
CONTRA COSTA COUNTY	0	1174	1301	1427	0	40.0	10	YES	NO	12	YES	YES	*	$ 53	-118	15-15-20-35
MARIN COUNTY	0	1225	1256	1286	0	40.0	11	YES	YES	12	YES	NO	18.[illegible]	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	0	1160	1305	1449	0	40.0	11	YES	YES	12	YES	YES	8.[illegible]	$ 48	- 96	13-16-21-20
SANTA CLARA COUNTY	5	1178	1301	1423	6,505	40.0	11	YES	NO	12	YES	YES	9.[illegible]	$ 65	- 98	11-17-21-23
CITY OF CONCORD	2	1310	1451	1592	2,902	40.0	11	YES	YES	12	YES	YES	9.1[illegible]	$ 29	-148	10-12-17-20
CITY OF OAKLAND	1	1272	1337	1402	1,337	37.5	12	NO	NO	12	YES	NO	14.[illegible]	$ 29	-104	10-15-18-20
CITY OF SAN JOSE	1	1224	1348	1471	1,348	40.0	11	YES	NO	12	YES	NO	17.7[illegible]	$ 30	- 81	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1491	1562	1683	3,124	40.0	12	YES	YES	13	YES	YES	17.[illegible]	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	5	1373	1520	1667	7,600	37.5	14	YES	YES	12	YES	YES	8.0[illegible]	$ 33	- 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	11	1397	1540	1683	16,940	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	46	1397	1540	1683	70,840	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 12	110	.....			163,210											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1484 *

* RATE RANGE 1336 TO 1632 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1872 PROGRAMMER ANALYST *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1870	PROGRAMMER ANALYST TRAINEE.....	Z	34.9	519- 625	36.0	546- 658	1	36.7	565- 681
9306	ELECTRONIC DATA PROCESSING PROGRAMMER, PORT.....		35.0	521- 628	36.1	549- 661	0	36.8	567- 684
* 1872	PROGRAMMER ANALYST.....	Z	36.9	570- 688	38.0	599- 724	16	38.7	620- 748
1861	SYSTEMS AND PROCEDURES ANALYST, SPECIAL PROJECT.....	Z	38.0	599- 724	39.1	631- 762	0	39.8	652- 788
1862	SYSTEMS AND PROCEDURES ANALYST.....	Z	38.0	599- 724	39.1	631- 762	10	39.8	652- 788
9307	COMPUTER OPERATIONS SUPERVISOR, PORT.....		38.5	614- 742	39.6	647- 781	1	40.3	668- 807
1874	SENIOR PROGRAMMER ANALYST.....	Z	39.9	655- 792	41.0	691- 834	5	41.7	714- 862
1863	SENIOR SYSTEMS AND PROCEDURES ANALYST, SPECIAL PROJECT..	Z	41.0	691- 834	42.1	728- 878	1	42.8	752- 908
1864	SENIOR SYSTEMS AND PROCEDURES ANALYST.....	Z	41.0	691- 834	42.1	728- 878	14	42.8	752- 908
1873	SOFTWARE ANALYST.....	Z	42.9	755- 912	44.0	796- 961	2	44.7	822- 994
1876	DATA PROCESSING PROGRAMMING AND SYSTEMS SUPERVISOR.....	Z	42.9	755- 912	44.0	796- 961	4	44.7	822- 994
1865	SYSTEMS AND PROCEDURES SUPERVISOR, SPECIAL PROJECT.....	Z	44.0	796- 961	45.1	838-1013	0	45.8	866-1047
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	44.0	796- 961	45.1	838-1013	6	45.8	866-1047
1875	SENIOR SOFTWARE ANALYST.....	Z	44.9	830-1003	46.0	874-1057	0	46.7	903-1093
1877	SUPERVISING SOFTWARE ANALYST.....	Z	47.4	934-1131	48.5	984-1191	0	49.2	1018-1232
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	50.2	1067-1291	51.3	1125-1362	0	52.0	1163-1407
1880	CHIEF OF SYSTEMS.....	Z	50.2	1067-1291	51.3	1125-1362	2	52.0	1163-1407
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	50.7	1093-1323	51.8	1152-1394	1	52.5	1191-1443
1881	ASSISTANT DIRECTOR, SYSTEMS AND DATA PROCESSING.....	Z	52.7	1203-1457	53.8	1267-1535	0	54.5	1310-1588

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1870 PROGRAMMER ANALYST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING.....	Z	58.0	1550-1881	59.1	1634-1985	1	59.8	1680-2053

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 64

1978-79 SALARY SCHEDULE 30.3 APPROX $910 - $997 - $1094 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	PRO DIS INS	SICK DAYS	DIAL TAL	BENEFITS MED SEC	DENTAL	VACATION	SEL EMPL	HEALTH PERIL	VACATION
CITY & COUNTY SAN FRANCISCO	39	910	997	1094		40.0	10	NO	NO	10	NO	YES	*		$ 37 - 37		15-15-20-20
ALAMEDA COUNTY	30	909	997	1085	29,910	37.5	13	NO	NO	13	YES	YES	9.9%		$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	9	1042	1155	1267	10,395	40.0	10	YES	NO	12	YES	YES	*		$ 63 -110		10-15-20-20
SAN MATEO COUNTY	1	988	1112	1236	1,112	40.0	11	YES	YES	12	YES	YES	8.2%		$ 52 - 96		15-16-21-22
SANTA CLARA COUNTY	12	882	972	1062	11,664	40.0	11	YES	NO	12	YES	YES	9.6%		$ 65 - 98		11-17-21-23
CITY OF FREMONT	1	891	981	1070	981	40.0	11	YES	YES	12	YES	NO	8.6%		$ 46 - 98		12-15-21-21
CITY OF HAYWARD	2	958	1054	1150	2,108	40.0	12.5	YES	NO	12	YES	YES	10.3%		$ 29 -126		10-15-16-20
CITY OF OAKLAND	23	1041	1097	1152	25,231	37.5	12	NO	NO	12	YES	NO	14.4%		$ 29 -114		10-15-18-20
CITY OF RICHMOND	1	1025	1119	1212	1,119	37.5	12.5	YES	YES	12	YES	NO	12.7%		$ 26 -109		10-15-20-25
CITY OF SAN JOSE	4	1002	1102	1202	4,408	40.0	11	YES	NO	12	YES	NO	17.7%		$ 30 - 81		10-15-20-20
CITY OF SANTA CLARA	2	1043	1189	1335	2,378	40.0	11.5	YES	YES	12	YES	YES	10.9%		$ 27 - 96		10-15-20-20
CITY OF SUNNYVALE	1	1097	1216	1335	1,216	40.0	12	YES	YES	*	YES	NO	16.1%		$ 49 - 79		16-16-21-21
EAST BAY MUNI. UTIL. DIST.	10	1318	1318	1318	13,180	40.0	12	YES	YES	13	YES	YES	17.9%		$ 30 - 89		10-15-18-18
OAKLAND CITY SCHOOL DIST.	8	1114	1138	1161	9,104	37.5	14	YES	YES	12	YES	YES	8.3%		$ 33 - 98		10-15-20-20
U.C.MEDICAL CENTER S.F.	13	969	1065	1161	13,845	40.0	11	YES	YES	12	YES	*	*		$ 56 - 98		15-15-21-24
U.C. BERKELEY	22	969	1065	1161	23,430	40.0	11	YES	YES	12	YES	*	*		$ 38 - 92		15-15-21-24
TOTALS ... 15	129		.....		136,901												
FLAT RATE TOTALS	10		.....		13,180												
COMBINED TOTAL	139																

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1061 *
* RATE RANGE 955 TO 1167 *

WEIGHTED AVERAGE OF THE FLAT RATES 1318 TO 1318

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 981 TO 1178 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

1934 STOREKEEPER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1914	FILM SERVICE TECHNICIAN.....	25.6	340- 408	27.1	364- 436	3	27.1	364- 436
1915	SENIOR FILM SERVICE TECHNICIAN.....	26.6	356- 426	28.1	381- 455	0	28.1	381- 455
1932	ASSISTANT STOREKEEPER.....	27.6	372- 446	29.8	411- 494	27	29.8	411- 494
7441	TOOL ROOM MECHANIC AND CUSTODIAN..... * 1.5 SCHEDULES ADDITIONAL WHEN REPAIRING PNEUMATIC TOOLS OR CONSTRUCTING SPECIAL TOOLS REQUIRED BY TRACK CREWS	28.1	381- 455	31.1*	436- 524	5	31.1	436- 524
1924	MATERIALS AND SUPPLIES SUPERVISOR.....	29.6	408- 489	31.1	436- 524	4	31.1	436- 524
7550	SCHOOL FURNITURE SERVICE WORKER.....	29.9	412- 496	31.4	442- 531	14	31.4	442- 531
* 1934	STOREKEEPER.....	30.3	420- 505	31.8	449- 541	39	31.8	449- 541
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR.....	30.9	432- 519	32.4	463- 557	14	32.4	463- 557
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR.....	32.3	460- 554	33.8	494- 594	4	33.8	494- 594
1936	SENIOR STOREKEEPER.....	32.8	471- 567	34.3	505- 608	15	34.3	505- 608
1939	SCHOOL WAREHOUSE SUPERVISOR.....	33.3	482- 580	34.8	517- 622	2	34.8	517- 622
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	33.4	485- 583	34.5	510- 614	4	34.9	519- 625
1938	STORES AND EQUIPMENT ASSISTANT SUPERVISOR.....	35.8	541- 652	37.3	580- 701	1	37.3	580- 701
1948	CODING SUPERVISOR, PURCHASING DEPARTMENT.....	36.8	567- 684	38.3	608- 735	1	38.3	608- 735
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	39.3	638- 769	40.8	684- 826	1	40.8	684- 826

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 134

1978-79 SALARY SCHEDULE 37.3 APPROX $1257 - $1383 - $1519 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-4-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1257	1383	1519		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	0	1418	1563	1708	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	4	1370	1505	1640	6,020	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	2	1318	1460	1602	2,920	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	2	1085	1202	1318	2,404	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	3	1317	1482	1647	4,446	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	8	1423	1572	1720	12,576	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	2	1174	1293	1411	2,586	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF OAKLAND	4	1484	1561	1637	6,244	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF SAN JOSE	5	1224	1348	1471	6,740	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SANTA CLARA	1	1433	1632	1831	1,632	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	1	1335	1481	1626	1,481	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	2	1478	1601	1724	3,202	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	6	1216	1347	1477	8,082	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 96	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1217	1341	1464	2,682	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C.MEDICAL CENTER S.F.	4	1464	1615	1765	6,460	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	1	1217	1341	1464	1,341	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	5	1464	1615	1765	8,075	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
A.C. TRANSIT	1	1433	1513	1592	1,513	40.0	10	YES	NO	12	YES	YES	13.2%	$ 88	- 91	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	1290	1451	1612	1,451	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	1626	1829	2032	1,829	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30
TOTALS ... 17	55	.....			81,684											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1485 *

* RATE RANGE 1337 TO 1634 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1952 PURCHASER *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1950	ASSISTANT PURCHASER.....	Z	30.8	430- 517	32.5	465- 560	2	32.2	458- 552
1928	SCHOOL SUPPLIES ANALYST.....	Z	37.3	580- 701	39.0	628- 758	2	38.7	620- 748
* 1952	PURCHASER.....	Z	37.3	580- 701	39.0	628- 758	10	38.7	620- 748
1954	PURCHASER, PRINTING.....	Z	37.3	580- 701	39.0	628- 758	2	38.7	620- 748
1956	SENIOR PURCHASER.....	Z	40.3	668- 807	43.0	758- 916	6	42.7	748- 903
1958	SUPERVISING PURCHASER.....		45.6	858-1037	45.6	858-1037	0	45.6	858-1037
1160	ASSISTANT DIRECTOR OF PURCHASING AND SERVICES.....		46.5	895-1083	48.2	970-1174	1	47.9	956-1158
1162	DIRECTOR OF PURCHASING AND SERVICES.....		53.0	1220-1477	54.7	1323-1603	1	54.4	1304-1580

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 24

1978-79 SALARY SCHEDULE 52.3 APPROX $2557 - $2813 - $3097 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	149	2557	2813	3097		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	15	3156	3452	3747	51,780	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
CONTRA COSTA COUNTY	43	3040	3460	3879	148,780	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	5	2420	2681	2942	13,405	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
MARIN COUNTY	1	2719	2719	2719	2,719	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	14	2656	2988	3320	41,832	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	5	2550	2825	3099	14,125	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
SANTA CLARA COUNTY	22	2743	3039	3334	66,858	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	2	2895	3200	3504	6,400	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C.MEDICAL CENTER S.F.	5	3186	3521	3856	17,605	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	0	2895	3200	3504	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	0	3186	3521	3856	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	333	3276	3276	3276	1,090,908	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40	-107	10-15-20-20
TOTALS ... 8	111	.....			360,785											
FLAT RATE TOTALS	334	.....			1,093,627											
COMBINED TOTAL	445															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 3250 *
* RATE RANGE 2925 TO 3575 *

WEIGHTED AVERAGE OF THE FLAT RATES 3274 TO 3274

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 3187 TO 3349 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM.....	Z	50.1	1062-1285	51.4	1131-1368	1	51.6	1141-1381
2458	TOXICOLOGIST.....	Z	50.6	1088-1316	51.9	1158-1401	1	52.1	1169-1414
2210	DENTIST.....	Z	50.8	1099-1329	52.1	1169-1414	15	52.3	1180-1429
2220	PHYSICIAN.....	Z	51.3*	1125-1362	52.6*	1197-1450	42	52.8*	1208-1463
	RELIEF ASSIGNMENTS ONLY.....$17.37 HR *HOURLY COMPENSATION SHALL BE LIMITED TO TOTAL NUMBER OF HOURS PER MONTH AS ESTABLISHED BY ACTION OF THE CIVIL SERVICE COMMISSION.								
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.....	Z	51.9	1158-1401	53.2	1232-1491	1	53.4	1243-1506
2882	DIRECTOR OF PROGRAM DEVELOPMENT AND RESEARCH, CMHS.....	Z	52.0	1163-1407	53.3	1237-1499	0	53.5	1249-1513
2222	SENIOR PHYSICIAN.....	Z	52.3	1180-1429	53.6	1255-1520	2	53.8	1267-1535
* 2230	PHYSICIAN SPECIALIST.....	Z	52.3*	1180-1429	53.6*	1255-1520	149	53.8*	1267-1535
	*ENTRANCE APPOINTMENT AT THIRD STEP IN COMPENSATION SCHEDULE WHEN THE APPOINTEE POSSESSES SPECIALIST BOARD CERTIFICATION IN AN APPROPRIATE SPECIALTY RELATED TO THE PARTICULAR ASSIGNMENT. THE APPOINTING OFFICER SHALL CERTIFY SUBJECT TO THE APPROVAL OF THE GENERAL MANAGER, PERSONNEL THAT THE SPECIALTY IS APPROPRIATE TO THE POSITION TO WHICH THE PHYSICIAN IS ASSIGNED.								
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	53.2	1232-1491	54.5	1310-1588	1	54.7	1323-1603
2232	SENIOR PHYSICIAN SPECIALIST.....	Z	53.3*	1237-1499	54.6*	1316-1596	32	54.8*	1329-1611
	*ENTRANCE APPOINTMENT AT THIRD STEP IN COMPENSATION SCHEDULE WHEN THE APPOINTEE POSSESSES SPECIALIST BOARD CERTIFICATION IN AN APPROPRIATE SPECIALTY RELATED TO THE PARTICULAR ASSIGNMENT. THE APPOINTING OFFICER SHALL CERTIFY SUBJECT TO THE APPROVAL OF THE GENERAL MANAGER, PERSONNEL THAT THE SPECIALTY IS APPROPRIATE TO THE POSITION TO WHICH THE PHYSICIAN IS ASSIGNED.								

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED 1978-1979 SCHED NUM	APPROVED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2240	RADIOLOGIST.....	Z	53.7	1261-1528	55.0	1342-1626	1	55.2	1355-1642
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	54.8	1329-1611	56.1	1414-1714	6	56.3	1429-1731
2234	DISTRICT HEALTH OFFICER.....	Z	54.8	1329-1611	56.1	1414-1714	5	56.3	1429-1731
2235	SUPERVISING PHYSICIAN SPECIALIST, CHILD PSYCHIATRY.....	Z	54.8	1329-1611	56.1	1414-1714	4	56.3	1429-1731
2250	DIRECTOR OF CLINICAL SERVICES..... *5% ADDITIONAL WHEN SUPERVISING EMPLOYEES IN CLASS 2233	Z	54.8*	1329-1611	56.1*	1414-1714	10	56.3*	1429-1731
2892	ASSISTANT DIRECTOR OF PUBLIC HEALTH, HOSPITAL SERVICES..	Z	56.0	1407-1706	57.3	1444-1616	1	57.5	1513-1835
2889	ASST. DIRECTOR OF PUBLIC HEALTH, PUBLIC HEALTH PROGRAMS.	Z	56.8	1463-1773	58.1	1556-1890	1	58.3	1573-1909
2890	ASST. DIRECTOR OF PUBLIC HEALTH, COMM. MEDICAL SERVICES.	Z	56.8	1463-1773	58.1	1556-1890	1	58.3	1573-1909
2887	ASST. DIR. OF HEALTH CARE SERVICES, MENTAL HEALTH.....		57.5	1513-1835	57.5	1513-1835	0	57.7	1528-1853
1164	DEPUTY DIR. OF HEALTH CARE SERVICE AND ADMIN., SFGHMC...	Z	57.8	1535-1862	59.1	1634-1985	1	59.3	1650-2004
1168	DIRECTOR, HEALTH CARE SERVICE.....	Z	60.4	1740-2115	61.7	1853-2252	1	61.9	1871-2274

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 275

2275 ASSISTANT RESIDENT I

SALARY SCHEDULE APPROX 60 - - 90 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	OPT-IONAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-10-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	49	0	0	0		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
TOTALS ... 0	0	.....														

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 0 *
* RATE RANGE 0 TO 0 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2275 ASSISTANT RESIDENT I *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2273	INTERNE.....	Z	CONTRACT RATE		CONTRACT RATE		54	CONTRACT RATE	
* 2275	ASSISTANT RESIDENT I.....	Z	CONTRACT RATE		CONTRACT RATE		49	CONTRACT RATE	
2277	ASSISTANT RESIDENT II.....	Z	CONTRACT RATE		CONTRACT RATE		39	CONTRACT RATE	
2279	ASSISTANT RESIDENT III.....	Z	CONTRACT RATE		CONTRACT RATE		18	CONTRACT RATE	
2281	ASSISTANT RESIDENT IV.....	Z	CONTRACT RATE		CONTRACT RATE		12	CONTRACT RATE	
2283	CHIEF RESIDENT.....	Z	CONTRACT RATE		CONTRACT RATE		15	CONTRACT RATE	

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 187

2312 LICENSED VOCATIONAL NURSE

1978-79 SALARY SCHEDULE 29.0 APPROX $858 - $940 - $1029 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-10-MAX
CITY & COUNTY SAN FRANCISCO	141	858	940	1029		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		15-15-18-20
PRIVATE BAY AREA	2446	1028	1140	1224	2,788,440											
STATE OF CALIFORNIA	59	823	903	983	53,277	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 92		10-15-20-20
U.S. GOVERNMENT	536	783	900	1017	482,400	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
U.S. GOVERNMENT	366	876	1007	1138	368,562	40.0	9	YES	NO	13	NO	NO	7.0%	$ 26 - 60		13-18-26-26
ALAMEDA COUNTY	180	922	986	1050	177,480	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -117		10-19-20-20
CONTRA COSTA COUNTY	130	812	900	987	117,000	40.0	12	YES	NO	12	YES	YES	*	$ 55 -110		15-15-20-25
SAN MATEO COUNTY	42	874	983	1092	41,286	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	25	867	955	1042	23,875	40.0	11	YES	NO	12	YES	YES	4.6%	$ 45 - 88		11-17-21-23
CITY OF BERKELEY	1	928	985	1041	985	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-20-25
U.C.MEDICAL CENTER S.F.	43	969	1040	1111	44,720	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	0	868	954	1040	0	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 10	3828	.....			4,098,025											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1071 *

* RATE RANGE 964 TO 1178 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2402	LABORATORY HELPER	24.3	320- 384	26.0	346- 414	6	27.1	364- 436
2301	ORDERLY TRAINEE		341- 341		370- 370	0		390- 390
2416	BATERIOLOGICAL LABORATORY ASSISTANT	25.8	343- 411	27.5	370- 444	6	28.6	390- 467
2302	ORDERLY	27.6	372- 446	29.3	402- 482	545	30.4	422- 508
2390	CENTRAL SUPPLY PROCESSING AND DISTRIBUTION TECHNICIAN	27.6	372- 446	29.3	402- 482	42	30.4	422- 508
2502	STERILIZER OPERATOR	27.6	372- 446	29.3	402- 482	2	30.4	422- 508
2304	PSYCHIATRIC ORDERLY	28.3	384- 460	30.0	414- 498	1	31.1	436- 524
2406	PHARMACY HELPER	28.3	384- 460	30.0	414- 498	6	31.1	436- 524
2404	LABORATORY APPRENTICE		389- 389		421- 421	0		444- 444
I120	SENIOR ORDERLY	28.6	390- 467	30.3	420- 505	0	31.4	442- 531
* 2312	LICENSED VOCATIONAL NURSE	29.0	396- 475	30.7	428- 514	141	31.8	449- 541
2305	PSYCHIATRIC TECHNICIAN	29.3	402- 482	31.0	434- 521	64	32.1	455- 549
2310	OPERATING ROOM TECHNICIAN	29.3	402- 482	31.0	434- 521	7	32.1	455- 549
2514	ORTHOPEDIC TECHNICIAN I	29.3	402- 482	31.0	434- 521	2	32.1	455- 549
7303	BARBER	29.6	408- 489	31.3	440- 529	2	32.4	463- 557
7324	BEAUTICIAN	29.6	408- 489	31.3	440- 529	1	32.4	463- 557
2306	SENIOR PSYCHIATRIC ORDERLY	30.3	420- 505	32.0	453- 546	5	33.1	477- 575
2408	SENIOR PHARMACY HELPER	30.3	420- 505	32.0	453- 546	1	33.1	477- 575
2515	ORTHOPEDIC TECHNICIAN II	30.3	420- 505	32.0	453- 546	1	33.1	477- 575

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2409	PHARMACY TECHNICIAN.....	31.3	440- 529	33.0	475- 572	11	34.1	500- 602
2440	VETERINARY LABORATORY TECHNOLOGIST.....	32.5	465- 560	34.2	503- 605	1	35.3	529- 638
2420	HISTOLOGY TECHNICIAN.....	32.6	467- 562	34.3	505- 608	1	35.4	531- 641
2392	SENIOR CENTRAL PROCESSING AND DISTRIBUTION TECHNICIAN...	33.0	475- 572	34.7	514- 620	2	35.8	541- 652
2120	INSTITUTIONAL ADMITTING OFFICER.....	36.4	557- 671	38.1	602- 728	1	39.2	634- 766
2526	AMBULANCE DRIVER.....	38.2	605- 731	39.9	655- 792	34	41.0	691- 834
2528	MEDICAL STEWARD..... *$2.00 A DAY ADDITIONAL WHEN ASSIGNED AS BOOKING STEWARD. 2 1/2% ADDITIONAL WHEN REGULARLY ASSIGNED TO TRANSPORTATION OF PSYCHIATRIC PATIENTS	38.2*	605- 731	39.9*	655- 792	37	41.0*	691- 834
2530	SENIOR MEDICAL STEWARD.....	39.7	650- 785	41.4	704- 850	9	42.5	742- 895
2130	EMERGENCY HOSPITAL SERVICE ASSISTANT SUPERINTENDENT..... Z	43.2	766- 925	44.9	830-1003	1	46.0	874-1057
2132	EMERGENCY HOSPITAL SERVICE SUPERINTENDENT..... Z	45.4	850-1027	47.1	920-1114	1	48.2	970-1174

NUMBER OF CLASSES THIS BENCHMARK..... 29
NUMBER OF POSITIONS THIS BENCHMARK..... 930

2320 REGISTERED NURSE

1978-79 SALARY SCHEDULE 35.8 APPROX $1172 - $1287 - $1413 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS ING	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION LVL-1	LVL-2	MAX
								FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	644	1172	1287	1413		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 52		10	18	30
PRIVATE BAY AREA	6557	1339	1426	1573	9,350,282													
STATE OF CALIFORNIA	17	1100	1212	1323	20,604	40.0	12	YES	NO	12	NO	YES	16.8%	$ 38 - 94		10	15	20
U.S. GOVERNMENT	448	1327	1526	1725	683,648	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13	18	26
ALAMEDA COUNTY	240	1264	1333	1401	319,920	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10	15	20
CONTRA COSTA COUNTY	3	1125	1125	1125	3,375	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15	15	20
CONTRA COSTA COUNTY	67	1271	1336	1401	89,512	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15	15	20
MARIN COUNTY	9	1047	1160	1273	10,440	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10	15	20
SAN MATEO COUNTY	101	1142	1285	1428	129,785	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13	16	21
SANTA CLARA COUNTY	317	1136	1245	1353	394,665	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11	17	21
CITY OF BERKELEY	1	1211	1285	1358	1,285	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10	15	20
U.C.MEDICAL CENTER S.F.	53	1275	1370	1464	72,610	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15	15	21
U.C.MEDICAL CENTER S.F.	305	1275	1370	1464	417,850	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15	15	21
U.C. BERKELEY	2	1191	1310	1429	2,620	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15	15	21
TOTALS ... 11	8117		.....		11,493,221													
FLAT RATE TOTALS	3		.....		3,375													
COMBINED TOTAL	8120																	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1416 *

* RATE RANGE 1274 TO 1558 *

WEIGHTED AVERAGE OF THE FLAT RATES 1125 TO 1125

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1274 TO 1558 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2320 REGISTERED NURSE *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
P103	SPECIAL NURSE.....		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
* 2320	REGISTERED NURSE.....		35.8	541- 652	37.2	578- 697	644	37.7	591- 714
2340	OPERATING ROOM NURSE.....		35.8	541- 652	37.2	578- 697	35	37.7	591- 714
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.....	Z	36.8	567- 684	38.2	605- 731	0	38.7	620- 748
2328	NURSE PRACTITIONER.....		37.3	580- 701	38.7	620- 748	4	39.2	634- 766
2394	CENTRAL PROCESSING AND DISTRIBUTION SUPERVISOR.....		37.8	594- 717	39.2	634- 766	2	39.7	650- 785
2323	CLINICAL NURSE SPECIALIST.....		38.5	614- 742	41.2	697- 842	28	41.7	714- 862
2830	PUBLIC HEALTH NURSE.....	Z	39.5	644- 777	41.2	697- 842	89	41.7	714- 862
2322	HEAD NURSE.....		39.8	652- 788	41.2	697- 842	79	41.7	714- 862
2342	HEAD NURSE, SURGERY.....	Z	39.8	652- 788	41.2	697- 842	6	41.7	714- 862
2323	CLINICAL NURSE SPECIALIST..... *COMPENSATION SCHEDULE IF THE CIVIL SERVICE COMMISSION REQUIRES A MASTER'S DEGREE IN AN EDUCATION PROGRAM ACCREDITED BY THE NATIONAL LEAGUE OF NURSING OR THE AMERICAN PUBLIC HEALTH ASSOCIATION IN THE APPROPRIATE CLINICAL SPECIALTY AREA PLUS ONE YEAR OF POST MASTER'S NURSING EXPERIENCE IN THE AREA OF SPECIALTY AND THE MASTER'S DEGREE AND EXPERIENCE IS INCLUDED IN THE OFFICAL CLASS SPECIFICATION AND EXAMINATION ANNOUNCEMENTS.		40.5*	674- 814	43.2*	766- 925	28	43.7*	785- 947
2324	NURSING SUPERVISOR.....	Z	40.8	684- 826	42.2	731- 882	10	42.7	748- 903
2350	INSTRUCTOR OF NURSING.....	Z	40.8	684- 826	42.2	731- 882	5	42.7	748- 903
2326	NURSING SUPERVISOR, PSYCHIATRIC.....	Z	41.8	717- 866	43.2	766- 925	6	43.7	785- 947

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2320 REGISTERED NURSE * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2330	ANESTHETIST.....		42.0	724- 874	43.4	773- 934	2	43.9	792- 956
2344	CHIEF OF SURGERY NURSES.....	Z	42.8	752- 908	44.2	803- 970	1	44.7	822- 994
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION.....	Z	43.3	769- 929	44.7	822- 994	1	45.2	842-1016
2832	SUPERVISING PUBLIC HEALTH NURSE.....	Z	43.3	769- 929	44.7	822- 994	11	45.2	842-1016
2366	ASSISTANT DIRECTOR OF NURSES, LAGUNA HONDA HOSPITAL.....	Z	44.3	807- 975	45.7	861-1042	5	46.2	882-1067
2368	ASSISTANT DIRECTOR OF NURSES, S.F. GENERAL HOSPITAL.....	Z	44.8	826- 998	46.2	881-1067	4	46.7	903-1093
2848	EDUCATIONAL DIRECTOR, PUBLIC HEALTH NURSING.....	Z	44.8	826- 998	46.2	881-1067	0	46.7	903-1093
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	45.5	854-1032	46.9	912-1104	0	47.4	934-1131
2369	DIRECTOR OF NURSES, LAGUNA HONDA HOSPITAL.....	Z	47.0	916-1109	48.4	979-1185	1	48.9	1003-1214
2370	DIRECTOR OF NURSES, SAN FRANCISCO GENERAL HOSPITAL.....	Z	48.0	961-1163	49.4	1027-1243	1	49.9	1052-1273
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	Z	50.0	1057-1279	51.4	1131-1368	1	51.9	1158-1401

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 968

1978-79 SALARY SCHEDULE 34.0 APPROX $1079 - $1183 - $1298 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	23	1079	1183	1298		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	643	1287	1383	1564	889,269											
STATE OF CALIFORNIA	1	1006	1106	1206	1,106	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- [illegible]	10-15-19-20
U.S. GOVERNMENT	40	976	1123	1269	44,920	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 80	13-18-26-26
U.S. GOVERNMENT	10	1085	1248	1410	12,480	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 80	13-18-26-26
ALAMEDA COUNTY	20	1140	1258	1376	25,160	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-107	10-15-20-20
CONTRA COSTA COUNTY	12	1033	1144	1255	13,728	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
SAN MATEO COUNTY	2	995	1120	1245	2,240	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	19	1000	1103	1205	20,957	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	24	1191	1310	1429	31,440	40.0	11	YES	YES	12	YES	*	*	$ 38	- 96	15-15-21-24
U.C. BERKELEY	1	1191	1310	1429	1,310	40.0	11	YES	YES	12	YES	*	*	$ 38	- 96	15-15-21-24
TOTALS ... 9	772	.....			1,042,610											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1351  *
*                          R A T E   R A N G E   1216 TO 1486 *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2426 RADIOLOGIC TECHNOLOGIST II

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		150- 150		161- 161	6		170- 170
2424	X-RAY LABORATORY AIDE.....	28.7	391- 469	30.3	420- 505	33	31.4	442- 531
2202	DENTAL AIDE.....	29.7	409- 491	31.3	440- 529	13	32.4	463- 557
2430	MEDICAL EXAMINATIONS ASSISTANT.....	29.7	409- 491	31.3	440- 529	2	32.4	463- 557
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	31.2	438- 526	32.8	471- 567	6	33.9	496- 596
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	32.7	469- 565	34.3	505- 608	3	35.4	531- 641
2204	DENTAL HYGIENIST.....	33.2	480- 578	34.8	517- 622	3	35.9	544- 655
2425	RADIOLOGIC TECHNOLOGIST I.....	33.2	480- 578	34.8	517- 622	13	35.9	544- 655
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN.....	33.2	480- 578	34.8	517- 622	1	35.9	544- 655
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....	33.7	491- 591	35.3	529- 638	0	36.4	557- 671
* 2426	RADIOLOGIC TECHNOLOGIST II.....	34.0	498- 599	35.6	536- 647	23	36.7	565- 681
2427	RADIOLOGIC TECHNOLOGIST III.....	35.0	521- 628	36.6	562- 677	4	37.7	591- 714
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I.....	36.5	560- 674	38.1	602- 728	6	39.2	634- 766
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II.....	38.0	599- 724	39.6	647- 781	3	40.7	681- 822
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....	39.5	644- 777	41.1	694- 838	1	42.2	731- 882

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 117

1978-79 SALARY SCHEDULE 39.1 APPROX $1367 - $1504 - $1651 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1367	1504	1651		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	966	1543	1642	1737	1,586,172											
STATE OF CALIFORNIA	3	1263	1357	1450	4,071	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	26	1376	1507	1637	39,182	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	19	1199	1329	1458	25,251	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
SAN MATEO COUNTY	15	1309	1473	1636	22,095	40.0	11	YES	YES	12	YES	YES	8.2%	$ 50	- 94	13-16-21-22
SANTA CLARA COUNTY	39	1184	1312	1440	51,168	40.0	11	YES	NO	12	YES	YES	9.6%	$ 46	- 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	143	1365	1505	1644	215,215	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	4	1397	1540	1683	6,160	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 8	1215		.....		1,949,314											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1604 *

* RATE RANGE 1444 TO 1764 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2444 CLINICAL LABORATORY TECHNOLOGIST *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2401	LABORATORY TRAINEE.....		CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
* 2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	39.1	631- 762	39.8	652- 788	5	40.4	671- 810
2462	MICROBIOLOGIST.....	Z	39.1	631- 762	39.8	652- 788	7	40.4	671- 810
2446	SENIOR CLINICAL LABORATORY TECHNOLOGIST.....	Z	42.1	728- 878	42.8	752- 908	1	43.4	773- 934
2464	SENIOR MICROBIOLOGIST.....	Z	42.1	728- 878	42.8	752- 908	6	43.4	773- 934
2468	WATER QUALITY BIOLOGIST.....		42.1	728- 878	42.8	752- 908	0	43.4	773- 934
2465	VIROLOGIST.....	Z	43.4	773- 934	44.1	800- 966	1	44.7	822- 994
2466	CHIEF MICROBIOLOGIST.....	Z	46.1	878-1062	46.8	908-1099	1	47.4	934-1131
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES.....	Z	49.3	1022-1237	50.0	1057-1279	1	50.6	1088-1316

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 22

1978-79 SALARY SCHEDULE 31.4 APPROX $958 - $1051 - $1151 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION STA-5-15-MAX
CITY & COUNTY SAN FRANCISCO	531	958	1051	1151		40.0	10	NO	NO	13	NO	YES	*	$ 37	- 37	10-10-10-10
U.C. BERKELEY	21	1015	1116	1217	23,436	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
CHABOT COMMUNITY COLLEGE	1	984	1093	1202	1,093	40.0	10	YES	YES	10	YES	YES	11.53	$ 76	-108	10-10-20-20
CONTRA COSTA COMM. COLLEGE	4	1077	1194	1310	4,776	40.0	12	YES	YES	11	YES	YES	11.23	$ 91	-134	15-15-20-20
CONTRA COSTA COMM. COLLEGE	0	1131	1253	1375	0	40.0	10	YES	YES	12	YES	YES	11.23	$ 92	-134	10-15-20-20
FOOTHILL COMMUNITY COLLEGE	6	973	1077	1181	6,462	40.0	10	YES	YES	12	YES	YES	11.63	$101	-101	10-10-20-20
FOOTHILL COMMUNITY COLLEGE	10	1020	1129	1238	11,290	40.0	10	YES	YES	12	YES	YES	11.63	$101	-101	15-15-20-20
PERALTA COMMUNITY COLLEGE	6	957	1060	1163	6,360	40.0	12	YES	YES	12	YES	YES	8.55	$ 94	-104	10-15-25-25
SAN MATEO COMMUNITY COLLEGE	6	889	1013	1136	6,078	37.5	13	YES	YES	12	YES	YES	11.53	$ 94	-103	4-14-19-19
SAN MATEO COMMUNITY COLLEGE	13	1029	1173	1317	15,249	37.5	13	YES	YES	12	YES	YES	11.53	$ 94	-103	4-14-19-19
TOTALS ... 6	67	.....			74,744											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1116 *

* RATE RANGE 1004 TO 1228 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2448 TECHNICAL INSTRUCTIONAL ASSISTANT, BIOLOGICAL SCIENCES *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
1488	TECHNICAL INSTRUCTIONAL ASST.STUDENT PERSONNEL SERVICES.	Z	30.9	432- 519	32.0	453- 546	5	32.1	455- 549
1745	TECHNICAL INSTRUCTIONAL ASSISTANT COMPUTER SCIENCES.....		30.9	432- 519	32.0	453- 546	0	32.1	455- 549
1768	TECHNICAL INSTRUCTIONAL ASSISTANT-PHOTOGRAPHY.....	Z	30.9	432- 519	32.0	453- 546	2	32.1	455- 549
2447	TECHNICAL INSTRUCTIONAL ASSISTANT, CHEMISTRY.....		30.9	432- 519	32.0	453- 546	1	32.1	455- 549
2449	TECHNICAL INSTRUCTIONAL ASSISTANT, PHYSICS.....		30.9	432- 519	32.0	453- 546	1	32.1	455- 549
3538	TECHNICAL INSTRUCTIONAL ASSISTANT-LANGUAGE LABORATORY...	Z	30.9	432- 519	32.0	453- 546	2	32.1	455- 549
* 2448	TECHNICAL INSTRUCTIONAL ASSISTANT, BIOLOGICAL SCIENCES..	Z	31.4	442- 531	32.5	465- 560	1	32.6	467- 562
3536	TECHNICAL INSTRUCTIONAL ASSISTANT-PERFORMING ARTS.....	Z	32.2	458- 552	33.3	482- 580	2	33.4	485- 583
5383	TECHNICAL INSTRUCTIONAL ASST. SF COMMUNITY COLLEGE DIST.		33.2	480- 578	34.3	505- 608	1	34.4	508- 611
1491	ASSOCIATE REGISTRAR, SFCCD.....	Z		680- 680		717- 717	0		721- 721

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 15

2450 PHARMACIST

1978-79 SALARY SCHEDULE 42.7 APPROX $1621 - $1781 - $1957 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	27	1621	1781	1957		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	329	2026	2155	2155	708,995											
STATE OF CALIFORNIA	3	1668	1750	1831	5,250	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 96	10-15-19-20
U.S. GOVERNMENT	29	1605	1846	2087	53,534	40.0	9	YES	NO	13	NO	NO	7.0%	$ 26	- 60	13-18-26-26
ALAMEDA COUNTY	9	1583	1750	1916	15,750	37.5	13	NO	NO	13	YES	YES	9.9%	$ 82	-117	10-15-20-20
CONTRA COSTA COUNTY	10	1637	1721	1805	17,210	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
SAN MATEO COUNTY	6	1591	1790	1988	10,740	40.0	11	YES	YES	12	YES	YES	8.2%	$ 82	- 84	13-16-21-22
SANTA CLARA COUNTY	12	1563	1728	1893	20,736	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	8	1683	1811	1938	14,488	40.0	11	YES	YES	12	YES	*	*	$ 58	- 92	15-15-21-24
U.C. BERKELEY	2	1569	1687	1805	3,374	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 9	408				850,077											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2084        *
*                          R A T E   R A N G E    1876  TO  2292    *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2450 PHARMACIST *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 2450	PHARMACIST.....	Z	42.7	748- 903	44.6	818- 989	27	45.9	870-1052
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSPITAL.....	Z	44.7	822- 994	46.6	899-1088	1	47.9	956-1158
2454	CLINICAL PHARMACIST.....		45.7	862-1042	47.6	943-1141	5	48.9	1003-1214
2452	SENIOR PHARMACIST, SAN FRANCISCO GENERAL HOSPITAL.....	Z	46.7	903-1093	48.6	989-1197	1	49.9	1052-1273

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 34

1978-79 SALARY SCHEDULE 36.6 APPROX $1218 - $1337 - $1467 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1218	1337	1467		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	25	1263	1391	1519	34,775	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 90	10-15-19-20
ALAMEDA COUNTY	1	1493	1647	1801	1,647	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-102	10-15-20-20
SAN MATEO COUNTY	1	1428	1607	1785	1,607	40.0	11	YES	YES	13	YES	YES	8.2%	$ 50	- 94	13-16-21-22
EAST BAY MUNI. UTIL. DIST.	5	1441	1562	1683	7,810	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
TOTALS ... 4	32	.....			45,839											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1432        *
*                          R A T E   R A N G E    1289  TO  1575    *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 2486 PUBLIC HEALTH CHEMIST *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	34.1	500- 602	35.3	529- 638	4	35.1	524- 631
6106	SANITARY ENGINEERING TECHNICIAN.....		35.1	524- 631	36.3	554- 668	2	36.1	549- 661
* 2486	PUBLIC HEALTH CHEMIST.....	Z	36.6	562- 677	37.8	594- 717	5	37.6	589- 710
2471	WATER QUALITY CHEMIST.....	Z	37.6	589- 710	38.8	622- 752	15	38.6	617- 745
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	39.1	631- 762	40.3	668- 807	1	40.1	661- 800
2456	ASSISTANT TOXICOLOGIST.....	Z	40.1	661- 800	41.3	701- 846	1	41.1	694- 838
2472	SENIOR WATER CHEMIST.....	Z	41.8	717- 866	43.0	758- 916	1	42.8	752- 908
2476	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	42.1	728- 878	43.3	769- 929	6	43.1	762- 920
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	43.6	781- 943	44.8	826- 998	1	44.6	818- 989

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 36

1978-79 SALARY SCHEDULE 36.0 APPROX $1183 - $1298 - $1426 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	13	1183	1298	1426		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	218	1446	1530	1579	333,540											
STATE OF CALIFORNIA	3	1152	1269	1385	3,807	40.0	12	YES	NO	12	NO	YES	14.0[illegible]	$ 38	- 92	10-15-19-20
U.S. GOVERNMENT	23	1327	1526	1725	35,098	40.0	9	YES	NO	13	NO	NO	7.07	$ 25	- 80	13-18-26-26
ALAMEDA COUNTY	6	1218	1342	1466	8,052	37.5	13	NO	NO	13	YES	YES	9.9[illegible]	$ 53	-107	10-15-20-20
CONTRA COSTA COUNTY	12	1135	1258	1380	15,096	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	2	1139	1262	1384	2,524	40.0	11	YES	YES	12	YES	NO	15.6[illegible]	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	6	1187	1336	1484	8,016	40.0	11	YES	YES	12	YES	YES	8.2[illegible]	$ 50	- 96	13-16-21-22
SAN MATEO COUNTY	3	1127	1268	1409	3,804	40.0	11	YES	YES	12	YES	YES	8.2[illegible]	$ 53	- 96	13-16-21-22
SANTA CLARA COUNTY	11	1098	1212	1325	13,332	40.0	11	YES	NO	12	YES	YES	9.6[illegible]	$ 65	- 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	6	1275	1404	1533	8,424	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	0	1137	1251	1365	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 10	290		.....		431,693											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1489 *

* RATE RANGE 1340 TO 1638 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 2556 PHYSICAL THERAPIST *
****

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2560	OPTOMETRIC CONSULTANT.....	Z		7.94 HR	8.58 HR		0	9.09HR	
2554	PSYSICAL THERAPY AIDE.....		30.6	426- 512	32.2	458- 552	1	33.4	485- 583
2546	HANDICRAFT INSTRUCTOR.....		30.7	428- 514	32.3	460- 554	1	33.5	487- 586
2504	INHALATION THERAPIST.....		31.2	438- 526	32.8	471- 567	0	34.0	498- 599
2552	DIRECTOR OF ACTIVITIES THERAPY AND VOLUNTEER SERVICES...	Z	34.0	498- 599	35.6	536- 647	5	36.8	567- 684
2562	CHIROPRACTIC CONSULTANT.....	Z		542- 542		585- 585	0		620- 620
* 2556	PHYSICAL THERAPIST.....	Z	36.0	546- 658	37.6	589- 710	13	38.8	622- 752
2548	OCCUPATIONAL THERAPIST.....	Z	36.3	554- 668	37.9	596- 721	19	39.1	631- 762
2538	AUDIOMETRIST.....	Z	37.8	594- 717	39.4	641- 773	3	40.6	677- 818
2542	SPEECH PATHOLOGIST.....	Z	39.3	638- 769	40.9	688- 830	2	42.1	728- 878
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	39.5	644- 777	41.1	694- 838	4	42.3	735- 887
2558	SENIOR PHYSICAL THERAPIST.....	Z	39.5	644- 777	41.1	694- 838	4	42.3	735- 887
2561	OPTOMETRIST.....		44.6	818- 989	46.2	882-1067	1	47.4	934-1131

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 53

1978-79 SALARY SCHEDULE 42.8 APPROX $1630 - $1790 - $1968 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1-5-10-MAX
CITY & COUNTY SAN FRANCISCO	25	1630	1790	1968		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	0	1748	1929	2109	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
U.S. GOVERNMENT	4	1924	2213	2501	8,852	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
ALAMEDA COUNTY	15	1803	1891	1978	28,365	37.5	13	NO	NO	13	YES	YES	8.4%	$ 82	-117	10-15-23-29
CONTRA COSTA COUNTY	5	1627	1802	1977	9,010	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	0	1602	1775	1948	0	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	10	1806	2033	2259	20,330	40.0	11	YES	YES	12	YES	YES	8.3%	$ 52	- [illegible]	13-16-21-22
SANTA CLARA COUNTY	22	1640	1812	1984	39,864	40.0	11	YES	NO	12	YES	YES	8.4%	$ 48	- [illegible]	13-17-21-23
CITY OF BERKELEY	2	1590	1735	1880	3,470	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
U.C.MEDICAL CENTER S.F.	4	1765	1947	2128	7,788	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	0	1765	1947	2128	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 10	62	.....			117,679											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1898 *

* RATE RANGE 1708 TO 2088 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 2574 CLINICAL PSYCHOLOGIST *
****

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2954	VOCATIONAL PSYCHOLOGIST.....	Z	34.8	517- 622	35.9	544- 655	0	35.9	544- 655
* 2574	CLINICAL PSYCHOLOGIST.....	Z	42.8	752- 908	43.9	792- 956	25	43.9	792- 956
2575	RESEARCH PSYCHOLOGIST.....	Z	43.8	788- 952	45.4	850-1027	1	45.4	850-1027
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	44.3	807- 975	45.4	850-1027	6	45.4	850-1027
2570	COORDINATOR OF VOCATIONAL REHABILITATION SERVICE, CMHS..	Z	44.8	826- 998	45.9	870-1052	0	45.9	870-1052
2578	CHIEF CLINICAL PSYCHOLOGIST.....	Z	48.0	961-1163	49.1	1013-1226	1	49.1	1013-1226

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 33

2580 CORONER'S INVESTIGATOR

1978-79 SALARY SCHEDULE 37.9 APPROX $1292 - $1419 - $1562 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1292	1419	1562		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-16-19-20
ALAMEDA COUNTY	11	1347	1484	1621	16,324	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
MARIN COUNTY	3	1167	1293	1418	3,879	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	5	1321	1486	1650	7,430	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	6	1351	1497	1643	8,982	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
TOTALS ... 4	25	.....			36,615											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1465  *
*                          R A T E   R A N G E   1319 TO 1612 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 2580 CORONER'S INVESTIGATOR *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2520	MORGUE ATTENDANT.....	29.6	408- 489	30.2	418- 503	3	30.1	416- 500
2522	SENIOR MORGUE ATTENDANT.....	31.1	436- 524	31.7	448- 539	5	31.6	446- 536
2524	CORONER'S ESTATE INVESTIGATOR.....	32.4	463- 557	33.0	475- 572	1	32.9	473- 570
4230	ESTATE INVESTIGATOR..... Z	35.2	526- 634	35.8	541- 652	2	35.7	539- 650
* 2580	CORONER'S INVESTIGATOR.....	37.9	596- 721	38.5	614- 742	10	38.4	611- 738
2581	ADMINISTRATIVE CORONER.....	48.1	966-1169	48.7	994-1203	1	48.6	989-1197
2584	CHIEF MEDICAL EXAMINER - CORONER..... Z	58.6	1596-1936	59.2	1642-1994	1	59.1	1634-1985

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 23

1978-79 SALARY SCHEDULE 25.2 APPROX $724 - $791 - $867 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MU. EMPL	HEALTH FAMILY	VACATION 0YR\5-15\MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	49	724	791	867		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-25
ALAMEDA COUNTY	2	781	854	926	1,708	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
SANTA CLARA COUNTY	4	749	824	899	3,296	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	7	863	887	911	6,209	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
U.C.MEDICAL CENTER S.F.	0	831	911	991	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
TOTALS ... 4	13	.....			11,213											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 863 *

* RATE RANGE 777 TO 949 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 2586 HEALTH WORKER II *
****

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2585	HEALTH WORKER I.....		22.7	298- 357	25.6	340- 408	44	24.6	325- 390
* 2586	HEALTH WORKER II.....		25.2	334- 400	28.1	381- 455	49	27.1	364- 436
2587	HEALTH WORKER III.....		28.7	391- 469	31.6	446- 536	42	30.6	426- 512
2588	HEALTH WORKER IV.....		32.4	463- 557	35.3	529- 638	16	34.3	505- 608
2589	HEALTH PROGRAM COORDINATOR I.....	Z	35.4	531- 641	38.3	608- 735	1	37.3	580- 701
2591	HEALTH PROGRAM COORDINATOR II.....	Z	38.4	611- 738	41.3	701- 846	3	40.3	668- 807
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	40.9	688- 830	43.8	788- 952	1	42.8	752- 908
2593	HEALTH PROGRAM COORDINATOR III.....	Z	41.9	721- 870	44.8	826- 998	1	43.8	788- 952

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 157

2604 FOOD SERVICE WORKER

1978-79 SALARY SCHEDULE 27.0 APPROX $784 - $858 - $940 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE EMPYR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	148	784	858	940		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37	[illegible]
STATE OF CALIFORNIA	72	692	759	826	54,648	40.0	12	YES	NO	11	NO	YES	[illegible]	[illegible]	[illegible]
U.S. GOVERNMENT	151	1020	1104	1188	166,704	40.0	9	YES	NO	13	NO	NO	[illegible]	[illegible]	[illegible]
ALAMEDA COUNTY	96	781	833	884	79,968	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127	10-15-20-20
SAN MATEO COUNTY	20	815	863	910	17,260	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94	13-16-21-22
SANTA CLARA COUNTY	39	762	840	917	32,760	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98	11-17-21-23
U.C.MEDICAL CENTER S.F.	66	831	870	908	57,420	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92	15-15-21-24
U.C. BERKELEY	13	638	699	760	9,087	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92	15-15-21-24
TOTALS ... 7	457	....			417,847										

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 914 *
* RATE RANGE 823 TO 1005 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2604 FOOD SERVICE WORKER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2670	CHILDREN'S CENTER KITCHEN HELPER	22.9	301- 360	24.0	316- 379	0	24.2	319- 383
2615	SCHOOL LUNCHROOM HELPER	24.9	329- 394	26.0	346- 414	659	26.2	349- 418
* 2604	FOOD SERVICE WORKER	27.0	362- 434	28.1	381- 455	148	28.3	384- 460
2630	SCHOOL LUNCHROOM COOK	27.3	367- 440	28.4	386- 463	30	28.6	390- 467
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT	27.3	367- 440	28.4	386- 463	94	28.6	390- 467
2606	SENIOR FOOD SERVICE WORKER	28.0	379- 453	29.1	398- 477	21	29.3	402- 482
2632	COOK-MANAGER, ELEMENTARY SCHOOL *WHEN COOKING FOR 2 OR MORE ELEMENTARY SCHOOLS, EMPLOYEES IN CLASS 2632 COOK-MANAGER, ELEMENTARY SCHOOL SHALL RECEIVE THAT STEP IN THE COMPENSATION SCHEDULE WHICH IS TWO (2) STEPS ABOVE THAT ESTABLISHED COMPENSATION SCHEDULE NUMBER FOR CLASS 2632.	28.3*	384- 460	29.4*	404- 485	36	29.6*	408- 489
2608	SUPPLY ROOM ATTENDENT	28.6	390- 467	29.7	409- 491	2	29.9	412- 496
2674	CHILDREN'S CENTER HOUSEPARENT	28.8	393- 471	29.9	412- 496	18	30.1	416- 500
2650	ASSISTANT COOK	30.0	414- 498	31.1	436- 524	9	31.3	440- 529
2618	FOOD SERVICE SUPERVISOR	30.8	430- 517	31.9	451- 544	4	32.1	455- 549
2634	COOK-MANAGER, SECONDARY SCHOOL	31.9	451- 544	33.0	475- 572	30	33.2	480- 578
2619	SENIOR FOOD SERVICE SUPERVISOR	32.8	471- 567	33.9	496- 596	1	34.1	500- 602
2654	COOK	33.0	475- 572	34.1	500- 602	28	34.3	505- 608
2652	BAKER	34.5	510- 614	35.6	536- 647	3	35.8	541- 652
7350	MEAT CUTTER	35.5	534- 644	36.6	562- 677	4	36.8	567- 684

CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	NUM POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2656	CHEF.....		37.5	586- 707	38.6	617- 745	10	38.6	622- 752
7351	HEAD MEAT CUTTER.....		37.5	586- 707	38.6	617- 745	3	38.6	622- 752
2661	FOOD SERVICE ADMINISTRATOR.....	Z	42.7	748- 903	43.8	788- 952	2	44.0	796- 961
2660	ADMINISTRATIVE CHEF.....	Z	43.4	773- 934	44.5	814- 984	7	44.7	822- 994

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 1101

1978-79 SALARY SCHEDULE 34.8 APPROX $1120 - $1229 - $1348 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	SEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION MIN-S-IS-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	10	1120	1229	1348		40.0	10	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-28
STATE OF CALIFORNIA	0	1006	1106	1206	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 92		10-15-19-20
U.S. GOVERNMENT	16	1327	1526	1725	24,416	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
ALAMEDA COUNTY	5	1248	1310	1371	6,550	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	3	1101	1220	1338	3,660	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
SAN MATEO COUNTY	2	1127	1268	1409	2,536	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	5	1124	1241	1357	6,205	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
U.C.MEDICAL CENTER S.F.	8	1246	1372	1497	10,976	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	1	1191	1310	1429	1,310	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 8	40	.....			55,653											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1391  *
*                          R A T E   R A N G E   1252  TO  1530 *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 2624	DIETITIAN..... Z	34.8	517- 622	37.0	572- 691	10	37.3	580- 701
2846	NUTRITIONIST..... Z	35.8	541- 652	38.0	599- 724	2	38.3	608- 735
2626	CHIEF DIETITIAN..... Z	37.3	580- 701	39.5	644- 777	2	39.8	652- 788
2636	SCHOOL LUNCHROOM AREA SUPERVISOR..... Z	38.3	608- 735	40.5	674- 814	5	40.8	684- 826
2637	FOOD SERVICE ASSISTANT SUPERVISOR..... Z	41.3	701- 846	43.5	777- 938	1	43.8	788- 952
2638	DIRECTOR OF FOOD SERVICES, SFUSD..... Z	45.5	854-1032	47.7	947-1147	1	50.0	1057-1279

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 21

1978-79 SALARY SCHEDULE 28.4 APPROX $836 - $914 - $1003 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	418	836	914	1003		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	8881	758	972	1145	8,632,332											
STATE OF CALIFORNIA	264	709	777	844	205,128	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 85	10-15-19-20
U.S. GOVERNMENT	140	960	1041	1121	145,740	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 62	13-18-26-26
U.S. GOVERNMENT	322	1020	1104	1188	355,488	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 62	13-18-26-26
ALAMEDA COUNTY	88	800	874	947	76,912	37.5	13	NO	NO	13	YES	YES	9.9%	$ 53	-127	10-15-20-25
CONTRA COSTA COUNTY	79	868	913	957	72,127	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	12	734	813	892	9,756	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 84	10-15-20-30
SAN MATEO COUNTY	96	827	930	1033	89,280	40.0	11	YES	YES	12	YES	YES	8.2%	$ 50	- 94	13-16-23-22
SANTA CLARA COUNTY	203	762	840	917	170,520	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 93	11-17-21-23
CITY OF BERKELEY	10	929	963	996	9,630	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 43	10-15-20-15
CITY OF CONCORD	8	860	943	1026	7,544	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF OAKLAND	62	870	916	962	56,792	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	5	890	969	1047	4,845	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	96	840	923	1005	88,608	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	5	960	1036	1111	5,180	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SANTA CLARA	6	948	1081	1214	6,486	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	11	1160	1160	1160	12,760	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	163	832	878	924	143,114	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33	- 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	121	831	911	991	110,231	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	45	760	834	908	37,530	40.0	11	YES	YES	12	YES	*	*	$ 36	- 92	15-15-21-24

TOTALS ... 19	10606	.....	10,227,243
FLAT RATE TOTALS	11	.....	12,760
COMBINED TOTAL	10617		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 964 *
* RATE RANGE 868 TO 1060 *

WEIGHTED AVERAGE OF THE FLAT RATES 1160 TO 1160

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 868 TO 1060 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
C101	DRESSING ROOM MAID		3.43 HR	3.53 HR		0	3.62 HR	
C251	SUPERVISOR OF OPERA HOUSE ATTENDANTS		4.01 HR	4.13 HR		0	4.23 HR	
C252	OPERA HOUSE ATTENDANT		3.85 HR	3.97 HR		1	4.07 HR	
1902	CLOTHING ROOM ATTENDANT	17.1	233- 278	17.7	239- 285	0	18.2	244- 291
2706	HOUSEKEEPER	25.6	340- 408	26.2	349- 418	3	26.7	357- 428
2736	PORTER	25.6	340- 408	29.0	396- 475	202	29.5	406- 487
7520	INCINERATOR OPERATOR	25.7	341- 409	26.3	351- 420	1	26.8	359- 430
2783	BUILDING MANAGER	26.7	357- 428	27.3	367- 440	0	27.8	375- 449
2738	PORTER ASSISTANT SUPERVISOR	27.1	364- 436	31.0	434- 521	18	31.5	444- 534
2710	RESIDENCE MANAGER	27.2	365- 438	27.8	375- 449	0	28.3	384- 460
* 2708	CUSTODIAN	28.4	386- 463	29.0	396- 475	418	29.5	406- 487
2709	SCHOOL CUSTODIAN	28.4	386- 463	29.0	396- 475	542	29.5	406- 487
2740	PORTER SUPERVISOR I	28.5	388- 465	33.0	475- 572	8	33.5	487- 586
7524	INSTITUTION UTILITY WORKER	28.6	390- 467	29.2	400- 480	1	29.7	409- 491
7452	SHADE WORKER	29.2	400- 480	29.8	411- 494	1	30.3	420- 505
7450	SHADE AND DRAPERY WORKER	29.8	411- 494	30.4	422- 508	6	30.9	432- 519
2716	CUSTODIAL ASSISTANT SUPERVISOR	30.4	422- 508	31.0	434- 521	28	31.5	444- 534
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR	30.4	422- 508	31.0	434- 521	22	31.5	444- 534
9102	TRANSIT CAR CLEANER	31.6	446- 536	32.2	458- 552	73	32.7	469- 565

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7451	SENIOR SHADE AND DRAPERY WORKER.....	31.8	449- 541	32.4	463- 557	1	32.9	473- 570
2718	CUSTODIAL SUPERVISOR I.....	32.4	463- 557	33.0	475- 572	17	33.5	487- 586
2727	SCHOOL CUSTODIAN SUPERVISOR I.....	32.4	463- 557	33.0	475- 572	16	33.5	487- 586
2742	GENERAL SERVICES SUPERVISOR.....	33.5	487- 586	34.1	500- 602	1	34.6	512- 617
9104	TRANSIT CAR CLEANER ASSISTANT SUPERVISOR.....	33.6	489- 589	34.2	503- 605	6	34.7	514- 620
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR.....	34.4	508- 611	35.0	521- 628	3	35.5	534- 644
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	34.6	512- 617	35.2	526- 634	1	35.7	539- 650
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I.....	34.7	514- 620	35.3	529- 638	12	35.8	541- 652
2785	ASSISTANT GENERAL SERVICES MANAGER.....	34.8	517- 622	35.4	531- 641	1	35.9	544- 655
7392	WINDOW CLEANER.....	34.8	517- 622	35.4	531- 641	8	35.9	544- 655
2720	JANITORIAL SERVICES SUPERVISOR.....	36.4	557- 671	37.0	572- 691	1	37.5	586- 707
7393	WINDOW CLEANER ASSISTANT SUPERVISOR.....	36.8	567- 684	37.4	583- 704	0	37.9	596- 721
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.....	37.2	578- 697	37.8	594- 717	1	38.3	608- 735
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR.....	37.7	591- 714	38.3	608- 735	1	38.8	622- 752
2786	GENERAL SERVICES MANAGER.....	39.4	641- 773	40.0	658- 796	2	40.5	674- 814

NUMBER OF CLASSES THIS BENCHMARK..... 34
NUMBER OF POSITIONS THIS BENCHMARK..... 1395

2760 LAUNDRY WORKER

1978-79 SALARY SCHEDULE 26.3 APPROX $761 - $830 - $910 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	57	761	832	910		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
STATE OF CALIFORNIA	25	692	759	826	18,975	40.0	12	YES	NO	12	NO	YES	1% 0%	$ 28 -	92	10-15-19-20
U.S. GOVERNMENT	30	960	1041	1121	31,230	40.0	9	YES	NO	13	NO	NO	7/01	$ 25 -	69	13-18-26-26
ALAMEDA COUNTY	22	748	816	884	17,952	37.5	13	NO	NO	13	YES	YES	% %	$ 52 -	107	10-15-20-20
SANTA CLARA COUNTY	21	762	840	917	17,640	40.0	11	YES	NO	12	YES	YES	* *	$ 65 -	88	11-17-21-23
U.C.MEDICAL CENTER S.F.	9	831	870	908	7,830	40.0	11	YES	YES	12	YES	*	*	$ 58 -	92	15-15-21-24
U.C.MEDICAL CENTER S.F.	22	868	909	949	19,998	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
TOTALS ... 5	129	.....			113,625											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 881 *

* RATE RANGE 793 TO 969 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2760 LAUNDRY WORKER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2772	SEWING TECHNICIAN.....	25.8	343- 411	27.1	364- 436	8	27.0	362- 434
* 2760	LAUNDRY WORKER.....	26.3	351- 420	27.6	372- 446	57	27.5	370- 444
2770	SENIOR LAUNDRY WORKER.....	27.3	367- 440	28.6	390- 467	16	28.5	388- 465
2774	SENIOR SEWING TECHNICIAN.....	28.8	393- 471	30.1	416- 500	2	30.0	414- 498
2780	LAUNDRY WORKER SUPERVISOR.....	30.8	430- 517	32.1	455- 549	3	32.0	453- 546
2782	LAUNDRY SUPERINTENDENT.....	36.5	560- 674	37.8	594- 717	3	37.7	591- 714

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 89

2822 HEALTH EDUCATOR

1978-79 SALARY SCHEDULE 37.4 APPROX $1263 - $1389 - $1526 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEM-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1263	1389	1526		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
ALAMEDA COUNTY	2	1448	1518	1588	3,036	37.5	13	NO	NO	13	YES	YES	4.5	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	4	1306	1447	1588	5,788	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	1	1384	1534	1683	1,534	40.0	11	YES	YES	12	YES	NO	16.66	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	1	1356	1525	1694	1,525	40.0	11	YES	YES	12	YES	YES	8.33	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	6	1072	1183	1294	7,098	40.0	11	YES	NO	12	YES	YES	9.09	$ 65	- 98	11-17-21-23
SANTA CLARA COUNTY	16	1294	1429	1563	22,864	40.0	11	YES	NO	12	YES	YES	9.09	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	0	1333	1453	1573	0	40.0	13	YES	NO	12	YES	YES	13.4	$ 31	- 93	10-15-20-25
TOTALS ... 6	30				41,845											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN            *
*                          R A T E   R A N G E   1256 TO 1535 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2822 HEALTH EDUCATOR *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 2822	HEALTH EDUCATOR.....	Z	37.4	583- 704	38.5	614- 742	5	37.4	583- 704
2823	MENTAL HEALTH EDUCATOR.....	Z	39.4	641- 773	40.5	674- 814	3	39.4	641- 773
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	41.1	694- 838	42.2	731- 882	1	41.1	694- 838

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 9

1978-79 SALARY SCHEDULE 29.5 APPROX $880 - $962 - $1055 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DUN-TAL	SOC SEC	RETIRE CONTR	MU. EMPL	HEALTH FAMILY	VACATION YR-5-10-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	281	880	962	1055		40.0	12	NO	NO	13	NO	YES	*	$ 33 - 37		10-14-20-24
ALAMEDA COUNTY	529	940	1028	1116	543,812	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	288	879	974	1068	280,512	40.0	12	YES	NO	12	YES	YES	*	$ 33 -118		10-19-20-30
MARIN COUNTY	69	887	957	1026	66,033	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	97	915	1030	1144	99,910	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	65	1072	1183	1294	76,895	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
TOTALS ... 5	1048		.....		1,067,162											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1018  *
*                          R A T E   R A N G E    916  TO  1120 *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2903 ELIGIBILITY WORKER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 2903	ELIGIBILITY WORKER.....	29.5*	406- 487	30.6*	426- 512	281	30.7*	428- 514
1487	FINANCIAL AIDS ASSISTANT.....	31.4	442- 531	32.5	465- 560	4	32.6	467- 562
2905	SENIOR ELIGIBILITY WORKER.....	31.5	444- 534	32.6	467- 562	192	32.7	469- 565
2908	HOSPITAL ELIGIBILITY WORKER.....	32.3	460- 554	33.4	485- 583	12	33.5	487- 586
2907	ELIGIBILITY WORKER SUPERVISOR.....	34.3*	505- 608	35.4*	531- 641	61	35.5*	534- 644
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....	38.0	599- 724	39.1	631- 762	5	39.2	634- 766
2946	SENIOR ELIGBILITY WORKER SUPERVISOR..... Z	39.0	628- 758	40.1	661- 800	3	40.2	664- 803

*EMPLOYEES IN THIS CLASS WHO ARE ASSIGNED TO SCREEN AND PROCESS MEDI-CAL APPLICATIONS AT SAN FRANCISCO GENERAL HOSPITAL SHALL RECEIVE THE RATE OF PAY ASSIGNED TO CLASS 2909 HOSPITAL ELIGIBILITY SUPERVISOR. SUCH ASSIGNMENT SHALL BE CERTIFIED BY THE APPOINTING OFFICER OF THE DEPARTMENT OF PUBLIC HEALTH AND ADMINISTRATION OF SAN FRANCISCO GENERAL HOSPITAL.

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 558

2910 SOCIAL WORKER

1978-79 SALARY SCHEDULE 34.4 APPROX $1101 - $1207 - $1324 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	113	1101	1207	1324		40.0	12	NO	NO	13	NO	YES	*	$ 33 - 37		10-15-20-25
ALAMEDA COUNTY	82	1116	1223	1329	100,286	37.5	13	NO	NO	13	YES	YES	5.9%	$ 46 - 107		10-15-20-25
CONTRA COSTA COUNTY	13	1027	1138	1248	14,794	40.0	12	YES	NO	12	YES	YES	*	$ 55 -119		10-15-20-30
CONTRA COSTA COUNTY	100	1160	1285	1410	128,500	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
MARIN COUNTY	0	1039	1121	1203	0	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	0	1153	1224	1295	0	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SAN MATEO COUNTY	72	1222	1375	1527	99,000	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
TOTALS ... 4	267	.....			342,580											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1283  *
*                          R A T E   R A N G E    1155 TO 1411 *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS **********
* 2910 SOCIAL WORKER *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2987	COMMUNITY REPRESENTATIVE, OFFICE OF AGING.....			2.53 HR	2.69 HR		0	2.68 HR	
2901	SOCIAL SERVICES ASSISTANT (NEW CAREERS).....		25.6	340- 408	26.9	360- 432	0	26.8	359- 430
2994	HOMEMAKER.....		25.6	340- 408	26.9	360- 432	27	26.8	359- 430
9971	COMMUNITY WORKER.....		26.6	356- 426	27.5	370- 444	9	27.4	368- 442
2904	SOCIAL SERVICE TECHNICIAN.....		29.7	409- 491	31.0	434- 521	6	30.9	432- 519
2906	SOCIAL WORKER TRAINEE.....	Z		484- 484		514- 514	0		511- 511
* 2910	SOCIAL WORKER.....	Z	34.4	508- 611	35.7	539- 650	113	35.6	536- 647
2912	SENIOR SOCIAL WORKER.....	Z	35.9	544- 655	37.2	578- 697	100	37.1	575- 694
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	36.4	557- 671	37.7	591- 714	2	37.6	589- 710
2566	REHABILITATION COUNSELOR.....	Z	37.7	591- 714	39.0	628- 758	21	38.9	625- 755
2993	ASSISTANT TO THE DIRECTOR, COMMISSION ON THE AGING.....	Z	38.7	620- 748	40.0	658- 796	1	39.9	655- 792
2914	SOCIAL WORK SUPERVISOR.....	Z	38.9	625- 755	40.2	664- 803	40	40.1	661- 800
2956	VOCATIONAL SERVICE SUPERVISOR.....	Z	38.9	625- 755	40.2	664- 803	0	40.1	661- 800
2920	MEDICAL SOCIAL WORKER.....	Z	39.4	641- 773	40.7	681- 822	25	40.6	677- 818
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	39.4	641- 773	40.7	681- 822	33	40.6	677- 818
2940	CHILD WELFARE WORKER.....	Z	39.4	641- 773	40.7	681- 822	70	40.6	677- 818
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	41.4	704- 850	42.7	748- 903	7	42.6	745- 899
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	41.4	704- 850	42.7	748- 903	24	42.6	745- 899
2942	SENIOR CHILD WELFARE WORKER.....	Z	41.4	704- 850	42.7	748- 903	31	42.6	745- 899

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2998	ASST. TO DIRECTOR COMMUNITY EDUCATION PLANNING PROJECT..	Z	41.4	704- 850	42.7	748- 903	0	42.6	745- 899
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	42.6	745- 899	43.9	792- 956	3	43.8	788- 952
2944	CHILD WELFARE SUPERVISOR.....	Z	42.9	755- 912	44.2	803- 970	26	44.1	800- 966
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	43.4	773- 934	45.2	842-1018	21	45.1	838-1013
2958	DIRECTOR OF VOCATIONAL DEVELOPMENT AND TRAINING.....	Z	43.9	792- 956	45.2	842-1018	1	45.1	838-1013
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	44.4	810- 979	45.7	862-1042	3	45.6	858-1037
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	44.6	818- 989	45.9	870-1052	1	45.8	866-1047
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	44.9	830-1003	46.7	903-1093	11	46.6	899-1088
2951	COMMUNITY SERVICES COORDINATOR.....	Z	44.9	830-1003	46.2	882-1067	1	46.1	878-1062
2969	ASSISTANT DIRECTOR, SOCIAL SERVICE PROGRAM.....	Z	46.4	891-1078	48.2	970-1174	3	48.1	966-1169
2936	PSYCHIATRIC SOCIAL WORK DIRECTOR.....	Z	47.4	934-1131	48.7	994-1203	0	48.6	989-1197
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	49.1	1013-1226	50.4	1078-1304	2	50.3	1073-1298
2988	DIRECTOR, AGING PROGRAM.....	Z	49.1	1013-1226	50.4	1078-1304	1	50.3	1073-1298
2972	DEPUTY FOR NEIGHBORHOOD DEVELOPMENT..... EMPLOYMENT CONTRACT COMPLIANCE OFFICER II.....	Z	50.4	1078-1304	51.7	1147-1388	0	51.6	1141-1381
2990	DEPUTY FOR SOCIAL PROGRAMS.....	Z	50.6	1088-1316	51.9	1158-1401	0	51.8	1152-1394
2973	ASSISTANT GENERAL MANAGER,DEPARTMENT OF SOCIAL SERVICES.	Z	51.4	1131-1368	52.7	1203-1457	1	52.6	1197-1450
2974	GENERAL MANAGER, DEPARTMENT OF SOCIAL SERVICES.....	Z	55.6	1381-1674	56.9	1470-1782	1	56.8	1463-1773

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 584

1978-79 SALARY SCHEDULE 38.2 APPROX $1311 - $1439 - $1584 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR	5	15	MAX
CITY & COUNTY SAN FRANCISCO	5	1311	1439	1584		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10	15	20	20
STATE OF CALIFORNIA	42	1556	1716	1876	72,072	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 98	10	15	20	20
ALAMEDA COUNTY	1	1467	1616	1765	1,616	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10	15	20	20
* * * BAY AREA DATA INSUFFICIENT * * *																			
LOS ANGELES COUNTY	4	1377	1546	1715	6,184	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40	-107	10	15	20	20
LOS ANGELES COUNTY	8	1495	1679	1862	13,432	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40	-107	10	15	20	20
ORANGE COUNTY	6	1066	1247	1428	7,482	40.0	11	NO	NO	12	NO	NO	6.7%	$ 36	- 95	10	15	20	20
TOTALS ... 4	61	.....			100,786														

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*                                                               *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1652    *
*                          R A T E   R A N G E   1487  TO  1817 *
*                                                               *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2996 REPRESENTATIVE, HUMAN RIGHTS COMMISSION *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9972	SCHOOL COMMUNITY RELATIONS ASSISTANT.....		26.4	352- 422	28.9	394- 473	0	29.2	400- 480
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION.....		26.9	360- 432	29.4	404- 485	0	29.7	409- 491
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION.....		29.9	412- 496	32.4	463- 557	0	32.7	469- 565
9720	SPECIALIST IN AGING I.....	Z	32.0	453- 546	34.5	510- 614	3	34.8	517- 622
9722	SPECIALIST IN AGING II.....	Z	35.5	534- 644	38.0	599- 724	3	38.3	608- 735
2975	CITIZEN'S COMPLAINT OFFICER.....	Z		583- 583	35.9	544- 655	1	36.2	552- 664
2995	AFFIRMATIVE ACTION OFFICER, HUMAN RIGHTS COMMISSION.....	Z		583- 583	35.9	544- 655	0	36.2	552- 664
9724	SPECIALIST IN AGING III.....	Z	38.0	599- 724	40.5	674- 814	1	40.8	684- 826
1843	ASSOCIATE COORDINATOR COMMISSION OF THE STATUS OF WOMEN.	Z	38.2	605- 731	40.7	681- 822	1	41.0	691- 834
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	38.2	605- 731	40.7	681- 822	0	41.0	691- 834
* 2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.....	Z	38.2	605- 731	40.7	681- 822	5	41.0	691- 834
2992	EMPLOYMENT CONTRACT COMPLIANCE OFFICER I.....		39.2	634- 766	41.7	714- 862	1	42.0	724- 874
1186	COORDINATOR, COMMISSION ON STATUS OF WOMEN.....	Z	41.8	717- 866	44.3	807- 975	1	44.6	818- 989
2991	COORDINATOR, HUMAN RIGHTS COMMISSION.....	Z	42.2	731- 882	44.7	822- 994	2	45.0	834-1008
2972	DEPUTY FOR NEIGHBORHOOD DEVELOPMENT.....	Z							
	EMPLOYMENT CONTRACT COMPLIANCE OFFICER II.....		46.5	895-1083	46.5	895-1083	1	46.8	908-1099
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	48.1	966-1169	50.6	1088-1316	1	50.9	1104-1336

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 20

3284 RECREATION DIRECTOR

1978-79 SALARY SCHEDULE 33.3 APPROX $1044 - $1146 - $1257 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	FRINGE BENEFITS STCK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-10-MAX
CITY & COUNTY SAN FRANCISCO	78	1044	1146	1257		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
CITY OF BERKELEY	5	1144	1255	1366	6,275	40.0	13	YES	NO	12	YES	YES	11.4%	$ 33	- 93	10-16-20-26
CITY OF FREMONT	4	1067	1182	1297	4,728	40.0	11	YES	YES	12	YES	NO	8.4%	$ 44	- 98	12-15-15-21
CITY OF OAKLAND	9	1126	1187	1248	10,683	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF SANTA CLARA	1	1152	1311	1469	1,311	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 56	10-15-20-20
TOTALS	4		19		22,997											

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*
* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1210 *
* RATE RANGE 1089 TO 1331 *
*
* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
I 53.1	VENDOR HELPER			2.49 HR		2.78 HR	0		2.61 HR
R 54	ATHLETIC ATTENDANT			2.49 HR		2.78 HR	0		2.61 HR
W108	RIDES ATTENDANT HELPER			2.44 HR		2.72 HR	0		2.56 HR
Y 6	ORGANIST			67.18 DA		74.91 DA	1		70.42 DA
Y 51	CERAMIST			32.99 PER FIRING		36.46 PER FIRING	0		34.27 PER FIRING
3248	PIANIST	Z		7.82 HR		8.72 HR	1		8.20 HR
3280	ASSISTANT RECREATION DIRECTOR.....PART TIME			4.14 HR		4.62 HR	0		4.34 HR
3281	SCHOOL RECREATION AIDE			4.14 HR		4.62 HR	0		4.34 HR
7359	PIANO TUNER			7.43 HR		8.28 HR	1		7.78 HR
R101	CAMP ASSISTANT			169- 169		222- 222	0		209- 209
3202	LOCKER ROOM ATTENDANT		19.0	253- 302	21.3	281- 335	0	20.1	265- 317
3302	VENDOR		23.5	309- 370	25.8	343- 411	9	24.6	325- 390
3306	RIDES ATTENDANT		23.5	309- 370	25.8	343- 411	2	24.6	325- 390
3614	MUSIC LIBRARIAN		27.0	362- 434	29.3	402- 482	0	28.1	381- 455
3204	SWIMMING POOL CASHIER - CLERK		27.5	370- 444	29.8	411- 494	11	28.6	390- 467
3208	POOL LIFEGUARD		27.7	374- 448	30.0	414- 498	6	28.8	393- 471
1927	PHYSICAL EDUCATION ASSISTANT		29.0	396- 475	31.3	440- 529	1	30.1	416- 500
3226	GOLF COURSE STARTER		29.5	406- 487	31.8	449- 541	18	30.6	426- 512
3330	AMUSEMENT OPERATIONS MANAGER		31.0	434- 521	33.3	482- 580	0	32.1	455- 549

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
R110	LIFEGUARD		31.5	444- 534	33.8	494- 594	0	32.6	467- 562
3212	SWIMMING INSTRUCTOR		31.5	444- 534	33.8	494- 594	0	32.6	467- 562
3206	BEACH LIFEGUARD		32.8	471- 567	35.1	524- 631	2	33.9	496- 596
3238	DANCE INSTRUCTOR	Z	33.3	482- 580	35.6	536- 647	7	34.4	508- 611
3240	DRAMA INSTRUCTOR	Z	33.3	482- 580	35.6	536- 647	0	34.4	508- 611
3246	MUSIC ASSISTANT	Z	33.3	482- 580	35.6	536- 647	0	34.4	508- 611
3250	ORCHESTRA INSTRUCTOR	Z	33.3	482- 580	35.6	536- 647	1	34.4	508- 611
3256	PHOTOGRAPHY INSTRUCTOR	Z	33.3	482- 580	35.6	536- 647	9	34.4	508- 611
3260	CRAFTS INSTRUCTOR	Z	33.3	482- 580	35.6	536- 647	0	34.4	508- 611
3282	SCHOOL RECREATION DIRECTOR		33.3	482- 580	35.6	536- 647	56	34.4	508- 611
* 3284	RECREATION DIRECTOR	Z	33.3	482- 580	35.6	536- 647	78	34.4	508- 611
R102	CAMP MANAGER			517- 517		575- 575	0		541- 541
3214	SENIOR SWIMMING INSTRUCTOR		35.3	529- 638	37.6	589- 710	9	36.4	557- 671
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	35.3	529- 638	37.6	589- 710	1	36.4	557- 671
3539	MULTI-MEDIA TECHNICIAN	Z	35.3	529- 638	37.6	589- 710	2	36.4	557- 671
3262	CURATOR OF ARTS AND CRAFTS, JUNIOR MUSEUM	Z	36.0	546- 658	39.8	652- 788	1	38.6	617- 745
3548	CURATOR OF NATURAL SCIENCE, JUNIOR MUSEUM	Z	36.0	546- 658	39.8	652- 788	2	38.6	617- 745
3287	ASSISTANT RECREATION SUPERVISOR	Z	37.5	586- 707	39.8	652- 788	18	38.6	617- 745
3258	PHOTOGRAPHY DIRECTOR	Z	38.8	622- 752	41.6	710- 858	1	40.4	671- 810

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3285	JUNIOR MUSEUM DIRECTOR.....	Z	38.8	622- 752	41.6	710- 858	1	40.4	671- 810
3289	RECREATION SUPERVISOR.....	Z	38.8	622- 752	41.6	710- 858	7	40.4	671- 810
3216	ASSISTANT AQUATICS SUPERVISOR.....		39.8	652- 788	39.8	652- 788	1	39.8	652- 788
1854	MINI-PARK PROGRAM COORDINATOR.....	Z	40.0	658- 796	42.3	735- 887	0	41.1	694- 838
3228	ASSISTANT DIRECTOR GOLF COURSE OPERATIONS.....	Z	40.5	674- 814	42.8	752- 908	1	41.6	710- 858
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	42.3	735- 887	44.6	818- 989	9	43.4	773- 934
3230	GOLF DIRECTOR.....	Z	45.2	842-1018	47.5	938-1136	1	46.3	887-1073
3292	ASSISTANT SUPERINTENDENT, RECREATION.....	Z	45.3	846-1022	47.6	943-1141	3	46.4	891-1078
3115	EXECUTIVE ASST. TO GENERAL MANAGER, RECREATION AND PARK.	Z	46.5	895-1083	48.8	998-1208	1	47.6	943-1141
3294	RECREATION SUPERINTENDENT.....	Z	50.7	1093-1323	53.0	1220-1477	1	51.8	1152-1394
3140	GENERAL MANAGER, RECREATION AND PARK DEPARTMENT.....	Z	55.2	1355-1642	57.5	1513-1835	1	56.3	1429-1731

NUMBER OF CLASSES THIS BENCHMARK..... 49
NUMBER OF POSITIONS THIS BENCHMARK..... 263

1978-79 SALARY SCHEDULE 30.7 APPROX $927 - $1016 - $1114 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	26	927	1016	1114		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
CITY OF OAKLAND	3	1032	1087	1141	3,261	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	1	955	1118	1281	1,118	40.0	11	NO	NO	12	NO	NO	6.7%	$ 36	- 95	10-15-20-20
CITY OF LOS ANGELES	68	959	1075	1190	73,100	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
TOTALS ... 3	72	.....			77,479											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1076      *
*                          R A T E   R A N G E     968  TO  1184  *
*                                                                 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 3320 ANIMAL KEEPER *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3310	STABLE ATTENDANT.....		28.7	391- 469	29.8	411- 494	5	29.9	412- 496
* 3320	ANIMAL KEEPER.....		30.7	428- 514	31.8	449- 541	26	31.9	451- 544
3506	AQUARIST.....		30.7	428- 514	31.8	449- 541	3	31.9	451- 544
3508	SENIOR AQUARIST.....		32.5	465- 560	33.6	489- 589	1	33.7	491- 591
3321	SENIOR ANIMAL KEEPER.....		32.7	469- 565	33.8	494- 594	2	33.9	496- 596
3512	AQUARIUM EXHIBIT PREPARATOR.....		33.2	480- 578	34.3	505- 608	1	34.4	508- 611
3322	ASSISTANT HEAD ANIMAL KEEPER.....		34.2	503- 605	35.3	529- 638	1	35.4	531- 641
3516	AQUATIC COLLECTOR.....	Z	34.7	514- 620	38.0	599- 724	1	38.1	602- 728
3342	ZOOLOGIST.....	Z	35.5	534- 644	36.6	562- 677	1	36.7	565- 681
3324	HEAD ANIMAL KEEPER.....		35.7	539- 650	36.8	567- 684	1	36.9	570- 688
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	38.4	611- 738	39.5	644- 777	0	39.6	647- 781
2290	ZOO VETERINARIAN.....	Z	41.2	697- 842	42.3	735- 887	1	42.4	738- 891
3340	ZOO DIRECTOR.....	Z	47.5	938-1136	48.6	989-1197	1	48.7	994-1203
3346	DIRECTOR, ZOOLOGICAL ACTIVITIES.....	Z	47.5	938-1136	48.6	989-1197	0	48.7	994-1203

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 44

3450 AGRICULTURAL INSPECTOR

1978-79 SALARY SCHEDULE 34.6 APPROX $1110 - $1218 - $1337 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1110	1218	1337		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-25
ALAMEDA COUNTY	3	1107	1218	1328	3,654	37.5	13	NO	NO	13	YES	YES	5.9%	$ 40	-127	10-16-20-25
CONTRA COSTA COUNTY	2	1078	1194	1310	2,388	40.0	12	YES	NO	13	YES	YES	*	$ 63	-119	15-15-20-25
CONTRA COSTA COUNTY	4	1218	1349	1480	5,396	40.0	12	YES	NO	13	YES	YES	*	$ 81	-119	15-15-20-25
MARIN COUNTY	0	1111	1231	1351	0	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	10	1226	1379	1532	13,790	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SAN MATEO COUNTY	1	1097	1234	1371	1,234	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	2	1028	1139	1250	2,278	40.0	11	YES	NO	11	YES	YES	9.4%	$ 45	- 98	11-17-23-28
TOTALS ... 5	22		.....		28,740											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1306 *

* RATE RANGE 1175 TO 1437 *

* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 3450 AGRICULTURAL INSPECTOR *
****

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
* 3450	AGRICULTURAL INSPECTOR.....	34.6	512- 617	36.2	552- 664	5	36.0	546- 658
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	34.6	512- 617	36.2	552- 664	5	36.0	546- 658
3452	DEPUTY AGRICULTURAL COMMISSIONER.....	38.1	602- 728	39.7	650- 785	1	39.5	644- 777
6222	SENIOR INPECTOR OF WEIGHTS AND MEASURES.....	38.1	602- 728	39.7	650- 785	1	39.5	644- 777
3456	COUNTY AGRIC. COMMISSIONER & SEALER OF WEIGHTS-MEASURES. Z	49.6	1037-1255	51.2	1120-1355	1	51.0	1109-1342

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 13

1978-79 SALARY SCHEDULE 36.7 APPROX $1224 - $1344 - $1476 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	6	1224	1344	1476		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
CITY OF OAKLAND	6	1304	1372	1439	8,232	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -	114	10-15-18-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	7	1333	1497	1660	10,479	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40 -	107	10-15-20-20
TOTALS ... 2	13	.....			18,711											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1439      *
*                          R A T E   R A N G E    1295  TO  1583  *
*                                                                 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 3542 CURATOR II *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
Y 14	CURATORIAL ASSISTANT.....		3.46 HR	3.68 HR		0	3.70 HR	
3540	CURATORIAL AIDE.....	25.4	337- 404	26.7	357- 428	0	26.8	359- 430
3520	MUSEUM PREPARATOR.....	30.1	416- 500	31.4	442- 531	5	31.5	444- 534
B424	ASSISTANT TO DIRECTOR, M.H.DEYOUNG MEMORIAL MUSEUM.....	30.4	422- 508	31.7	448- 539	0	31.8	449- 541
B425	ASST. TO DIRECTOR, CALIF PALACE OF THE LEGION OF HONOR..	30.4	422- 508	31.7	448- 539	1	31.8	449- 541
3526	MUSEUM CONSERVATOR ASSISTANT.....	30.9	432- 519	32.2	458- 552	0	32.3	460- 554
3527	MUSEUM CONSERVATOR ASST.(A.BRUNDAGE COLL. OF ASIAN ART).	30.9	432- 519	32.2	458- 552	1	32.3	460- 554
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....	31.2	438- 526	32.5	465- 560	1	32.6	467- 562
Y 42	CHIEF INSTALLER.....	31.7	448- 539	33.0	475- 572	0	33.1	477- 575
3541	CURATOR I..... Z	31.7	448- 539	33.0	475- 572	1	33.1	477- 575
3522	SENIOR MUSEUM PREPARATOR.....	31.9	451- 544	33.2	480- 578	2	33.3	482- 580
3556	MUSEUM REGISTRAR.....	32.2	458- 552	33.5	487- 586	3	33.6	489- 589
3524	PRINCIPAL MUSEUM PREPARATOR.....	35.4	531- 641	36.7	565- 681	1	36.8	567- 684
3568	ADMINISTRATIVE ASST. CENTER OF ASIAN ART AND CULTURE.... Z	35.7	539- 650	37.0	572- 691	0	37.1	575- 694
* 3542	CURATOR II..... Z	36.7	565- 681	38.0	599- 724	6	38.1	602- 728
3525	CHIEF MUSEUM PREPARATOR.....	37.4	583- 704	38.7	620- 748	1	38.8	622- 752
3544	CURATOR III..... Z	38.7	620- 748	40.0	658- 796	2	40.1	661- 800
3550	MUSEUM EXHIBITION DESIGNER..... Z	39.4	641- 773	40.7	681- 822	1	40.8	684- 826
3582	MARITIME MUSEUM DIRECTOR..... Z	39.9-1*	655- 792	41.2	697- 842	1	41.3	701- 846

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3528	MUSEUM CONSERVATOR.....		41.2	697- 842	42.5	742- 895	3	42.6	745- 899
3546	CURATOR IV.....	Z	41.7	714- 862	43.0	758- 916	6	43.1	762- 920
3529	MUSEUM CONSERVATOR (AVERY BRUNDAGE COLL. OF ASIAN ART)..	Z	42.2	731- 882	43.5	777- 938	1	43.6	781- 943
3586	ASSISTANT DIRECTOR FOR EDUCATION.....	Z	43.2	766- 925	44.5	814- 984	0	44.6	818- 989
3547	CURATOR V.....		44.7	822- 994	46.0	874-1057	2	46.1	878-1062
3584	ASSISTANT DIRECTOR FOR COLLECTIONS, MUSEUMS.....	Z	45.2	842-1018	46.5	895-1083	0	46.6	899-1088
3585	DEPUTY DIRECTOR FOR EDUCATION AND EXHIBITIONS, MUSEUMS..		48.5	984-1191	49.8	1047-1267	1	49.9	1052-1273
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z		1534-1534	55.0	1342-1626	1	55.1	1349-1634

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 40

1978-79 SALARY SCHEDULE 23.0 APPROX $654 - [illegible]

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	182	654	717	784		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
OAKLAND CITY SCHOOL DIST.	444	597	680	762	301,920	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 -	95	10-15-25-25
* * * BAY AREA DATA INSUFFICIENT * * *																
L.A. CITY SCHOOL DISTRICT	2875	659	739	819	2,124,625	40.0	10	YES	NO	13	YES	YES	13.8%	$ 33 -	74	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	446	562	623	683	277,858	40.0	13	YES	NO	12	YES	YES	9.7%	$ 29 -	69	10-15-20-20
TOTALS ... 3	3765	.....			2,704,403											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        718   *
*                        R A T E   R A N G E    646  TO  790  *
*                                                             *
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CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
2410	SCHOOL LABORATORY ATTENDANT.....		2.51 HR	2.68 HR		0	2.51 HR	
3590	ENGLISH READER..... Z		4.25 HR	4.29 HR		0	4.25 HR	
3591	COLLEGE AIDE.....		2.99 HR	3.02 HR		0	2.99 HR	
3592	CITY COLLEGE READER..... Z		4.25 HR	4.29 HR		0	4.25 HR	
3595	SCHOOL AIDE I.....		3.64 HR	3.68 HR		0	3.64 HR	
3597	SCHOOL AIDE II.....		3.64-4.36HR	3.68-4.40HR		0	3.64-4.36HR	
3598	SCHOOL AIDE III.....		4.45-5.33HR	4.49-5.38HR		1	4.45-5.33HR	
* 3593	INSTRUCTIONAL AIDE I.....	23.0	302- 362	23.2	305- 365	446	23.0	302- 362
3594	INSTRUCTIONAL AIDE II.....	27.5	370- 444	27.7	374- 448	182	27.5	370- 444
3596	SCHOOL SECURITY AIDE.....	27.5	370- 444	27.7	374- 448	10	27.5	370- 444

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 639

1978-79 SALARY SCHEDULE 33.4 APPROX $1051 - $1151 - $1263 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	60	1051	1151	1263		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
STATE OF CALIFORNIA	3	1263	1391	1519	4,173	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 -	92	10-15-19-20
ALAMEDA COUNTY	0	1141	1226	1311	0	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -	127	10-15-20-20
ALAMEDA COUNTY	27	1276	1371	1466	37,017	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -	127	10-15-20-20
CONTRA COSTA COUNTY	9	1210	1341	1471	12,069	40.0	12	YES	NO	12	YES	YES	*	$ 53 -	110	15-15-20-35
CONTRA COSTA COUNTY	32	1062	1176	1290	37,632	40.0	12	YES	NO	12	YES	YES	*	$ 53 -	110	15-15-20-35
MARIN COUNTY	1	1033	1145	1256	1,145	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 -	63	10-15-20-30
SAN MATEO COUNTY	24	1066	1200	1333	28,800	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
SANTA CLARA COUNTY	25	1205	1331	1456	33,275	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 -	98	11-17-21-23
SANTA CLARA COUNTY	5	1098	1212	1325	6,060	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 -	98	11-17-21-23
CITY OF BERKELEY	11	1149	1258	1367	13,838	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 -	93	10-15-20-25
CITY OF HAYWARD	3	1198	1326	1454	3,978	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29 -	126	10-15-16-20
CITY OF OAKLAND	17	1248	1314	1380	22,338	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -	114	10-15-18-20
CITY OF RICHMOND	8	1185	1298	1410	10,384	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -	109	10-15-20-25
CITY OF RICHMOND	7	1293	1420	1546	9,940	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -	109	10-15-20-25
CITY OF SAN JOSE	0	1071	1179	1287	0	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 -	81	10-15-20-20
CITY OF SAN JOSE	42	1169	1287	1405	54,054	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 -	81	10-15-20-20
CITY OF SAN MATEO	4	1137	1222	1307	4,888	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28 -	90	10-15-20-20
CITY OF SANTA CLARA	8	1211	1377	1543	11,016	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27 -	96	10-15-20-20
CITY OF SUNNYVALE	7	1209	1342	1474	9,394	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49 -	79	16-16-21-21
U.C. BERKELEY	1	1077	1230	1382	1,230	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
TOTALS ... 15	234		.....		301,231											

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*                                                                       *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1287          *
*                          R A T E   R A N G E    1158  TO  1416        *
*                                                                       *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3602	LIBRARY PAGE		21.6	284- 340	24.1	317- 381	7	23.9	315- 377
7416	BOOK REPAIRER		24.6	325- 390	27.1	364- 436	4	26.9	360- 432
3611	LIBRARY ASSISTANT (NEW CAREERS)		25.1	332- 398	27.6	372- 446	0	27.4	368- 442
3610	LIBRARY ASSISTANT		26.1	348- 416	28.6	390- 467	1	28.4	386- 463
J 54	BOOK REPAIRER		27.1	364- 436	29.6	408- 489	0	29.4	404- 485
3616	LIBRARY TECHNICAL ASSISTANT I		29.6	408- 489	32.1	455- 549	88	31.9	451- 544
7418	SENIOR BOOK REPAIRER		30.1	416- 500	32.6	467- 562	0	32.4	463- 557
3618	LIBRARY TECHNICAL ASSISTANT II		31.6	446- 536	34.1	500- 602	18	33.9	496- 596
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY		31.9	451- 544	34.9	519- 625	1	34.7	514- 620
* 3630	LIBRARIAN I	Z	33.4	485- 583	35.9	544- 655	60	35.7	539- 650
3643	ASSISTANT CITY ARCHIVIST	Z	33.4	485- 583	35.9	544- 655	0	35.7	539- 650
3632	LIBRARIAN II	Z	36.9	570- 688	39.4	641- 773	49	39.2	634- 766
3632A	LIBRARIAN II FINE ARTS	Z	36.9	570- 688	39.4	641- 773	0	39.2	634- 766
3632B	LIBRARIAN II ASIAN ART	Z	36.9	570- 688	39.4	641- 773	1	39.2	634- 766
3658	MEDICAL LIBRARIAN	Z	36.9	570- 688	39.4	641- 773	1	39.2	634- 766
3644	CITY ARCHIVIST	Z	37.4	583- 704	39.9	655- 792	0	39.7	650- 785
3634	LIBRARIAN III	Z	39.4	641- 773	41.9	721- 870	23	41.7	714- 862
3638	CHIEF LIBRARIAN	Z	42.1	728- 878	44.6	818- 989	3	44.4	810- 979
3640	COORDINATOR, CHILDRENS LIBRARY ACTIVITIES	Z	42.1	728- 878	44.6	818- 989	1	44.4	810- 979

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED REVISED 1978-1979 SCHED NUM	APPROVED REVISED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	42.1	728- 878	44.6	818- 989	1	44.4	810- 979
3668	ASSISTANT CITY LIBRARIAN.....	Z	47.6	943-1141	50.1	1062-1285	1	49.9	1052-1273
3670	CITY LIBRARIAN.....	Z	53.4	1243-1506	55.9	1401-1698	1	55.7	1388-1682

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 259

1978-79 SALARY SCHEDULE 37.4 APPROX $1263 - $1389 - $1526 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION
CITY & COUNTY SAN FRANCISCO	17	1263	1389	1526		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
STATE OF CALIFORNIA	3	1294	1425	1556	4,275	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 92		10-15-19-20
ALAMEDA COUNTY	43	1339	1470	1601	63,210	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	16	1282	1421	1559	22,736	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
MARIN COUNTY	14	1351	1497	1642	20,958	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	21	1364	1535	1706	32,235	40.0	11	YES	YES	12	YES	YES	8.0%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	58	1294	1429	1563	82,882	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
TOTALS ... 6	155		.....		226,296											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1460        *
*                          R A T E   R A N G E    1314  TO  1606    *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	44.8	826- 998	46.0	874-1057	7	45.8	866-1047
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS).....	Z	44.8	826- 998	46.0	874-1057	1	45.8	866-1047
4142	SENIOR RIGHT-OF-WAY AGENT.....	Z	45.8	866-1047	47.0	916-1109	3	46.8	908-1099
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	46.8	908-1099	48.0	961-1163	3	47.8	952-1152
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.....	Z	46.8	908-1099	48.0	961-1163	1	47.8	952-1152
4256	REAL ESTATE ANALYST.....	Z	47.0	916-1109	48.2	970-1174	1	48.0	961-1163
4132	CONVENTION FACILITIES MANAGER.....	Z	47.6	943-1141	48.8	998-1208	1	48.6	989-1197
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	49.0	1008-1220	50.2	1067-1291	1	50.0	1057-1279
4269	CHIEF APPRAISER.....	Z	49.0	1008-1220	50.2	1067-1291	1	50.0	1057-1279
4282	CHIEF ASSISTANT ASSESSOR.....	Z	52.8	1208-1463	54.0	1279-1550	1	53.8	1267-1535
4150	DIRECTOR OF PROPERTY.....	Z	53.5	1249-1513	54.7	1323-1603	1	54.5	1310-1588

NUMBER OF CLASSES THIS BENCHMARK..... 30
NUMBER OF POSITIONS THIS BENCHMARK..... 86

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
4290	ASSESSOR	Z		47290YR	50.127YR		1	47,626 YR	
3406	LAND USE AIDE	Z	32.5	465- 560	33.7	491- 591	1	33.5	487- 586
4261T	REAL PROPERTY APPRAISER TRAINEE			470- 470		498- 498	0		493- 493
3484	AGRICULTURAL DIVISION LAND AGENT	Z	35.9	544- 655	37.1	575- 694	1	36.9	570- 688
9395	ASSISTANT RENTAL MANAGER, PORT OF SAN FRANCISCO		36.9	570- 688	38.1	602- 728	1	37.9	596- 721
* 4261	REAL PROPERTY APPRAISER	Z	37.4	583- 704	38.6	617- 745	17	38.4	611- 738
4263	ASSISTANT CHIEF, TECHNICAL SERVICES, ASSESSOR'S OFFICE	Z	37.4	583- 704	38.6	617- 745	1	38.4	611- 738
4102	AIRPORT PROPERTY MANAGEMENT ASSISTANT		37.9	596- 721	39.1	631- 762	1	38.9	625- 755
4250	MARINE APPRAISER	Z	38.8	622- 752	40.0	658- 796	1	39.8	652- 788
5365	STREET ASSESSMENT COORDINATOR		38.9	625- 755	40.1	661- 800	1	39.9	655- 792
4207	DIRECTOR OF ASSESSMENT SERVICES	Z	40.8	684- 826	42.0	724- 874	1	40.8	684- 826
4265	SENIOR REAL PROPERTY APPRAISER	Z	40.8	684- 826	42.0	724- 874	19	41.8	717- 866
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR'S OFFICE	Z	41.8	717- 866	43.0	758- 916	1	42.8	752- 908
4110	RENTAL PROPERTY SUPERVISOR	Z	41.9	721- 870	43.1	762- 920	1	42.9	755- 912
4130	CONVENTION FACILITIES ASSISTANT MANAGER	Z	41.9	721- 870	43.1	762- 920	1	42.9	755- 912
4160	REAL PROPERTY LOAN OFFICER	Z	41.9	721- 870	43.1	762- 920	6	42.9	755- 912
9396	COMMERCIAL PROPERTY MANAGER	Z	43.1	762- 920	44.3	807- 975	1	44.1	800- 966
4140	RIGHT-OF-WAY AGENT	Z	43.8	788- 952	45.0	834-1008	9	44.8	826- 998
4252	SENIOR MARINE APPRAISER	Z	44.8	826- 998	46.0	874-1057	1	45.8	866-1047

1978-79 SALARY SCHEDULE 39.4 APPROX $1389 - $1526 - $1675 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	MOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MED EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	1389	1526	1675		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	2239	1541	1670	1885	3,739,130											
STATE OF CALIFORNIA	0	1352	1491	1630	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36	- 42	10-15-19-20
U.S. GOVERNMENT	7	1327	1526	1725	10,682	40.0	9	YES	NO	13	NO	NO	7.0%	$ 35	- 60	13-18-26-26
U.S. GOVERNMENT	39	1605	1846	2087	71,994	40.0	9	YES	NO	13	NO	NO	7.0%	$ 36	- 60	13-18-26-26
ALAMEDA COUNTY	21	1507	1627	1747	34,167	37.5	13	NO	NO	13	YES	YES	9.9%	$ 30	-113	10-15-20-20
CONTRA COSTA COUNTY	24	1410	1562	1713	37,488	40.0	12	YES	NO	12	YES	YES	*	$ 53	-113	15-15-20-35
MARIN COUNTY	7	1418	1571	1724	10,997	40.0	11	YES	YES	12	YES	NO	15.6%	$ 34	- 62	10-15-20-30
SAN MATEO COUNTY	15	1486	1672	1857	25,080	40.0	11	YES	YES	12	YES	YES	8.2%	$ 32	- 94	13-16-21-22
SANTA CLARA COUNTY	18	1504	1667	1830	30,006	40.0	11	YES	NO	12	YES	YES	9.6%	$ 35	- 48	11-17-21-23
CITY OF BERKELEY	4	1478	1630	1782	6,520	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	9	1487	1647	1807	14,823	40.0	11	YES	YES	12	YES	YES	9.1%	$ 19	-142	10-12-17-20
CITY OF FREMONT	3	1465	1623	1781	4,869	40.0	11	YES	YES	12	YES	NO	8.6%	$ 46	- 98	12-15-21-21
CITY OF HAYWARD	3	1477	1638	1798	4,914	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	16	1584	1667	1749	26,672	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-16-20
CITY OF RICHMOND	4	1541	1707	1873	6,828	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	18	1478	1631	1783	29,358	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	4	1577	1697	1817	6,788	40.0	12	YES	YES	12	YES	YES	9.6%	$ 36	- 90	10-15-20-20
CITY OF SANTA CLARA	4	1674	1905	2136	7,620	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	2	1474	1637	1799	3,274	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	24	1636	1773	1910	42,552	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
TOTALS ... 19	2461		.....		4,113,762											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1672 *

* RATE RANGE 1505 TO 1839 *

* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 5204 ASSISTANT CIVIL ENGINEER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5359	DRAFTING TECHNICIAN TRAINEE	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
5342	MECHANICAL ENGINEERING ASSISTANT I	27.2	365- 438	29.2	400- 480	1	29.9	412- 496
5350	ELECTRICAL ENGINEERING ASSISTANT I	27.2	365- 438	29.2	400- 480	3	29.9	412- 496
5360	CIVIL ENGINEERING ASSISTANT I	27.2	365- 438	29.2	400- 480	12	29.9	412- 496
9366	ENGINEERING AIDE, PORT	27.7	374- 448	29.7	409- 491	2	30.4	422- 508
5302	TRAFFIC SURVEY TECHNICIAN	28.7	391- 469	30.7	428- 514	4	31.4	442- 531
5304	MATERIALS TESTING AIDE	28.7	391- 469	30.7	428- 514	3	31.4	442- 531
5380	STUDENT ENGINEERING TRAINEE I		402- 402		424- 424	0		439- 439
3535	RADIO ANNOUNCER - OPERATOR	29.5	406- 487	30.6	426- 512	2	31.3	440- 529
5322	GRAPHIC ARTIST	30.5	424- 510	32.5	465- 560	2	33.2	480- 578
5305	MATERIALS TESTING TECHNICIAN	31.0	434- 521	33.0	475- 572	2	33.7	491- 591
5381	STUDENT ENGINEERING TRAINEE II		441- 441		465- 465	0		481- 481
5306	ASSISTANT HYDROGRAPHER	31.5	444- 534	33.5	487- 586	0	34.2	503- 605
5344	MECHANICAL ENGINEERING ASSISTANT II	32.5	465- 560	34.5	510- 614	10	35.2	526- 634
5352	ELECTRICAL ENGINEERING ASSISTANT II	32.5	465- 560	34.5	510- 614	7	35.2	526- 634
5362	CIVIL ENGINEERING ASSISTANT II	32.5	465- 560	34.5	510- 614	54	35.2	526- 634
6230	STREET INSPECTOR	32.8	471- 567	34.8	517- 622	5	35.5	534- 644
5382	STUDENT ENGINEERING TRAINEE III		472- 472		498- 498	0		515- 515
5328	CITY PLANNING GRAPHICS AIDE	33.0	475- 572	35.0	521- 628	5	35.7	539- 650

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		33.5	487- 586	35.5	534- 644	1	36.2	552- 664
5308	HYDROGRAPHER		35.0	521- 628	37.0	572- 691	0	37.7	591- 714
5330	CITY PLANNING GRAPHICS SUPERVISOR		35.0	521- 628	37.0	572- 691	1	37.7	591- 714
5346	MECHANICAL ENGINEERING ASSOCIATE I		35.0	521- 628	37.0	572- 691	3	37.7	591- 714
5354	ELECTRICAL ENGINEERING ASSOCIATE I		35.0	521- 628	37.0	572- 691	4	37.7	591- 714
5364	CIVIL ENGINEERING ASSOCIATE I		35.0	521- 628	37.0	572- 691	37	37.7	591- 714
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		35.5	534- 644	38.0	599- 724	1	38.7	620- 748
6231	SENIOR STREET INSPECTOR		35.8	541- 652	37.8	594- 717	2	38.5	614- 742
7320	TELEVISION AND ELECTRONICS TECHNICIAN		35.9	544- 655	37.0	572- 691	1	37.1	575- 694
5366	ENGINEERING ASSOCIATE II		36.0	546- 658	38.0	599- 724	5	38.7	620- 748
5202	JUNIOR CIVIL ENGINEER	Z	36.4	557- 671	37.5	586- 707	53	38.2	605- 731
5220	JUNIOR WATER PURIFICATION ENGINEER	Z	36.4	557- 671	37.5	586- 707	1	38.2	605- 731
5234	JUNIOR ELECTRICAL ENGINEER	Z	36.4	557- 671	37.5	586- 707	8	38.2	605- 731
5250	JUNIOR MECHANICAL ENGINEER	Z	36.4	557- 671	37.5	586- 707	9	38.2	605- 731
5262	BUILDING MAINTENANCE AND REPAIR ASSISTANT ENGINEER	Z	37.4	583- 704	38.5	614- 742	0	39.2	634- 766
6309	MECHANICAL CONSTRUCTION INSPECTOR		37.5	586- 707	39.5	644- 777	1	40.2	664- 803
5370	COST ESTIMATOR		38.2	605- 731	39.3	638- 769	0	40.0	658- 796
6232	STREET INSPECTION SUPERVISOR		38.8	622- 752	40.8	684- 826	1	41.5	707- 854
7367	RADIO TECHNICIAN		39.0	628- 758	40.1	661- 800	12	40.8	684- 826

CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5310	SURVEYOR'S FIELD ASSISTANT.....		39.1	631- 762	40.2	664- 803	28	40.9	688- 830
* 5204	ASSISTANT CIVIL ENGINEER.....	Z	39.4	641- 773	40.5	674- 814	67	41.2	697- 842
5222	ASSISTANT WATER PURIFICATION ENGINEER.....	Z	39.4	641- 773	40.5	674- 814	1	41.2	697- 842
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	39.4	641- 773	40.5	674- 814	5	41.2	697- 842
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	39.4	641- 773	40.5	674- 814	13	41.2	697- 842
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	39.4	641- 773	40.5	674- 814	11	41.2	697- 842
9372	ASSOCIATE ESTIMATOR OF HEAVY CONSTRUCTION.....	Z	39.4	641- 773	40.5	674- 814	1	41.2	697- 842
5264	BUILDING MAINTENANCE AND REPAIR ENGINEER.....	Z	40.4	671- 810	41.5	707- 854	0	42.2	731- 882
7360	SENIOR RADIO TECHNICIAN.....		41.0	691- 834	42.1	728- 878	2	42.8	752- 908
5312	SURVEYOR.....		41.3	701- 846	42.4	738- 891	14	43.1	762- 920
9365	SENIOR ESTIMATOR, HEAVY CONSTRUCTION, PORT.....	Z	41.4	704- 850	42.5	742- 895	0	43.2	766- 925
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	1	44.7	822- 994
5206	ASSOCIATE CIVIL ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	66	44.7	822- 994
5207	ASSOCIATE LAND ENGINEER, UTILITIES.....	Z	42.9	755- 912	44.0	796- 961	0	44.7	822- 994
5224	ASSOCIATE WATER PURIFICATION ENGINEER.....		42.9	755- 912	44.0	796- 961	0	44.7	822- 994
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	2	44.7	822- 994
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	10	44.7	822- 994
5247	ASSOCIATE SANITARY ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	0	44.7	822- 994
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	42.9	755- 912	44.0	796- 961	15	44.7	822- 994

CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-WITHDRAWN 1978-1979 SCHED NUM	APPROVED-WITHDRAWN 1978-1979 BI-WEEKLY SALARY	ELIG PERS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5314	SURVEY PARTY CHIEF		42.9	755- 912	44.0	796- 961	33	44.7	822- 994
6318	CONSTRUCTION INSPECTOR		42.9	755- 912	44.0	796- 961	44	44.7	822- 994
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	42.9	755- 912	44.0	796- 961	1	44.7	822- 994
6264	PLAN CHECKER (ENGINEERING)		43.0	758- 916	44.1	800- 966	0	44.8	826- 998
5150	ASSISTANT DIVISION MANAGER ALAMEDA DIVISION	Z	43.5	777- 938	44.6	818- 989	1	45.3	846-1022
5216	CHIEF SURVEYOR	Z	43.9	792- 956	45.9	870-1052	1	46.6	899-1088
5177	SAFETY OFFICER	Z		843- 843	42.3	735- 887	1	43.0	758- 916
5208	CIVIL ENGINEER	Z	45.9	870-1052	47.0	916-1109	39	47.7	947-1147
5215	FIRE PROTECTION ENGINEER	Z	45.9	870-1052	47.0	916-1109	0	47.7	947-1147
5230	TRAFFIC ENGINEER	Z	45.9	870-1052	47.0	916-1109	2	47.7	947-1147
5240	ELECTRICAL ENGINEER	Z	45.9	870-1052	47.0	916-1109	8	47.7	947-1147
5248	SANITARY ENGINEER	Z	45.9	870-1052	47.0	916-1109	0	47.7	947-1147
5256	MECHANICAL ENGINEER	Z	45.9	870-1052	47.0	916-1109	8	47.7	947-1147
5161	WATER PURIFICATION ASSISTANT DIVISION MANAGER	Z	46.0	874-1057	47.6	943-1141	1	48.3	975-1180
6266	SENIOR PLAN CHECKER	Z	46.0	874-1057	47.1	920-1114	2	47.8	952-1152
5246	RADIO ENGINEER	Z	46.1	878-1062	47.2	925-1120	1	47.9	956-1158
9188	TRANSPORTATION EQUIPMENT ENGINEER	Z	46.1	878-1062	47.2	925-1120	1	47.9	956-1158
5154	ASSISTANT DIVISION MANAGER, PENINSULA OPERATIONS	Z	46.5	895-1083	47.6	943-1141	1	48.3	975-1180
5217	BUILDING CODE ANALYST	Z	47.3	929-1125	48.4	979-1185	0	49.1	1013-1226

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5174	ADMINISTRATIVE ENGINEER.....	Z	47.4	934-1131	48.5	984-1191	2	49.2	1018-1232
7134	WATER CONSTRUCTION AND MAINTENANCE SUPERINTENDENT.....		47.4	934-1131	48.5	984-1191	1	49.2	1018-1232
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT.....	Z	47.9	956-1158	49.0	1008-1220	4	49.7	1042-1261
5214	BUILDING PLANS ENGINEER.....	Z	47.9	956-1158	49.0	1008-1220	1	49.7	1042-1261
5218	STRUCTURAL ENGINEER.....	Z	47.9	956-1158	49.0	1008-1220	2	49.7	1042-1261
5105	DIRECTOR, MAINTENANCE AND OPERATIONS, SFUSD.....	Z	48.0	961-1163	49.1	1013-1226	1	49.8	1047-1267
5158	CITY DISTRIBUTION DIVISION, ASSISTANT MANAGER.....	Z	48.4	979-1185	49.5	1032-1249	1	50.2	1067-1291
5210	SENIOR CIVIL ENGINEER.....	Z	48.4	979-1185	49.5	1032-1249	19	50.2	1067-1291
5232	SENIOR TRAFFIC ENGINEER.....	Z	48.4	979-1185	49.5	1032-1249	1	50.2	1067-1291
5242	SENIOR ELECTRICAL ENGINEER.....	Z	48.4	979-1185	49.5	1032-1249	2	50.2	1067-1291
5249	SENIOR SANITARY ENGINEER.....	Z	48.4	979-1185	49.5	1032-1249	0	50.2	1067-1291
5258	SENIOR MECHANICAL ENGINEER.....	Z	48.4	979-1185	49.5	1032-1249	4	50.2	1067-1291
5138	HETCH HETCHY PROJECT SUPERINTENDENT OF OPERATIONS.....	Z	48.6	989-1197	49.7	1042-1261	1	50.4	1078-1304
5134	SEWAGE TREATMENT PLANTS GENERAL SUPERINTENDENT.....	Z	48.9	1003-1214	50.0	1057-1279	1	50.7	1093-1323
5186	ASSISTANT DIRECTOR OF PUBLIC WORKS (ADMINISTRATIVE).....	Z	49.4	1027-1243	50.5	1083-1310	0	51.2	1120-1355
5219	SENIOR STRUCTURAL ENGINEER.....	Z	49.4	1027-1243	50.5	1083-1310	0	51.2	1120-1355
5140	HETCH HETCHY PROJECT ASSISTANT GENERAL MANAGER.....	Z	49.6	1037-1255	50.7	1093-1323	1	51.4	1131-1368
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	49.6	1037-1255	50.7	1093-1323	1	51.4	1131-1368
5179	ASSISTANT SUPERINTENDENT, BUILDING INSPECTION ADMIN.....	Z	49.8	1047-1267	50.9	1104-1336	1	51.6	1141-1381

CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED REMARKS 1978-1979 SCHED NUM	APPROVED REMARKS 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	49.9	1053-1275	51.8	1189-1440	1	51.7	1344-1366
5156	DIVISION MANAGER, SUBURBAN OPERATIONS.....	Z	50.0	1057-1279	51.1	1114-1349	1	51.8	1163-1394
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	50.0	1057-1279	51.1	1114-1349	1	51.8	1163-1394
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	50.0	1057-1279	50.0	1057-1279	1	51.8	1163-1394
5132	SEWER REPAIR AND SEWAGE TREATMENT SUPERINTENDENT.....	Z	50.8	1099-1329	51.9	1158-1401	1	52.6	1197-1450
5212	PRINCIPAL CIVIL ENGINEER.....	Z	51.6	1141-1381	52.7	1203-1457	4	53.4	1243-1506
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	51.6	1141-1381	52.7	1203-1457	1	53.4	1243-1506
5183	DEPUTY SUPERINTENDENT, BUILDING INSPECTION.....	Z	51.7	1147-1388	52.8	1208-1463	1	53.5	1249-1513
5180	ASST. DIRECTOR OF PUBLIC WORKS (PLANNING AND CONTROL)...	Z	51.9	1158-1401	53.0	1220-1477	0	53.7	1261-1528
9379	CHIEF HARBOR ENGINEER.....	Z	52.6	1197-1450	53.7	1261-1528	1	54.4	1304-1580
5188	ASST. DIRECTOR OF PUBLIC WORKS (MAINT. AND OPERATIONS)..	Z	52.9	1214-1470	54.0	1279-1550	0	54.7	1323-1603
5181	CHIEF, BUREAU OF SANITARY ENGINEERING.....	Z	54.3	1298-1573	55.4	1368-1658	1	56.1	1414-1714
5184	SUPT. OF BUILDING INSPECTION & PROPERTY CONSERVATION....	Z	54.4	1304-1580	55.5	1375-1666	1	56.2	1421-1723
5182	CITY ENGINEER AND DEPUTY DIRECTOR OF PUBLIC WORKS.....	Z	55.4	1368-1658	56.5	1443-1748	1	57.2	1491-1809
5166	WATER DEPARTMENT GENERAL MANAGER AND CHIEF ENGINEER.....	Z	57.1	1484-1800	58.2	1565-1899	1	58.9	1621-1965
5190	DIRECTOR OF PUBLIC WORKS.....	Z	58.9	1618-1965	60.0	1706-2074	1	60.7	1765-2145

NUMBER OF CLASSES THIS BENCHMARK..... 111
NUMBER OF POSITIONS THIS BENCHMARK..... 667

1978-79 SALARY SCHEDULE 44.1 APPROX $1734 - $1903 - $2093 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	9	1734	1903	2093		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	0	1876	2071	2265	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 36	- 98	10-15-19-20
ALAMEDA COUNTY	1	1917	2124	2331	2,124	37.5	13	NO	NO	13	YES	YES	9.9%	$ 98	-187	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	5	1825	2050	2275	10,250	40.0	12	YES	NO	12	YES	YES	12.3%	$ 46	-103	10-15-20-20
CITY OF LOS ANGELES	11	1991	2232	2473	24,552	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 64	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	1	1727	1913	2099	1,913	40.0	13	YES	NO	12	YES	YES	9.7%	$ 29	- 69	10-15-20-20
TOTALS ... 5	18	.....			38,839											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          2158        *
*                          R A T E   R A N G E    1942  TO  2374      *
*                                                                     *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 5268 ARCHITECT *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5260	ARCHITECTURAL ASSISTANT I.....		34.1	500- 602	36.2	552- 664	2	36.6	562- 677
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	34.8	517- 622	36.9	570- 688	1	37.3	580- 701
5261	ARCHITECTURAL ASSISTANT II.....		36.6	562- 677	38.7	620- 748	7	39.1	631- 762
5265	ARCHITECTURAL ASSOCIATE I.....	Z	40.1	661- 800	42.2	731- 882	8	42.6	745- 899
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	42.1	728- 878	44.2	803- 970	2	44.6	818- 989
5266	ARCHITECTURAL ASSOCIATE II.....	Z	42.1	728- 878	44.2	803- 970	4	44.6	818- 989
6262	PLAN CHECKER (ARCHITECTURAL).....		42.1	728- 878	44.2	803- 970	1	44.6	818- 989
* 5268	ARCHITECT.....	Z	44.1	800- 966	46.2	882-1067	9	46.6	899-1088
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	45.1	838-1013	47.2	925-1120	1	47.6	943-1141
5270	SENIOR ARCHITECT.....	Z	46.1	878-1062	48.2	970-1174	6	48.6	989-1197
5273	PRINCIPAL ARCHITECT.....	Z	48.6	989-1197	50.7	1093-1323	3	51.1	1114-1349
5122	ASSISTANT CITY ARCHITECT.....	Z	50.8	1099-1329	52.9	1214-1470	1	53.3	1237-1499
5124	CITY ARCHITECT.....	Z	53.3	1237-1499	55.4	1368-1658	1	55.8	1394-1690

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 46

1978-79 SALARY SCHEDULE 40.6 APPROX $1467 - $1614 - $1773 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DENTAL	MAJ MED	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	SALARIES 1ST-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	1467	1614	1773		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-25
STATE OF CALIFORNIA	4	1352	1491	1630	5,964	40.0	12	YES	NO	12	NO	YES	16.07	$ 58 - 90		10-15-20-25
ALAMEDA COUNTY	1	1552	1721	1889	1,721	37.5	13	NO	NO	13	YES	YES	9.90	$ 52 -117		10-15-20-25
CONTRA COSTA COUNTY	0	1549	1716	1883	0	40.0	12	YES	NO	12	YES	YES	*	$ 53 -118		15-16-20-25
CITY OF BERKELEY	1	1474	1627	1779	1,627	40.0	13	YES	NO	12	YES	YES	13.40	$ 31 - 93		10-15-20-25
CITY OF FREMONT	1	1430	1584	1738	1,584	40.0	11	YES	YES	12	YES	NO	9.60	$ 46 - 75		10-15-20-25
CITY OF OAKLAND	2	1668	1755	1841	3,510	37.5	12	NO	NO	12	YES	NO	14.40	$ 24 -114		10-15-15-20
CITY OF SAN JOSE	1	1661	1833	2005	1,833	40.0	11	YES	NO	12	YES	NO	17.70	$ 36 - 81		10-15-20-20
TOTALS ...	7		10	.....	16,239											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1624 *

* RATE RANGE 1462 TO 1786 *

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CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 5274 LANDSCAPE ARCHITECT *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5271	JUNIOR LANDSCAPE ARCHITECT.....	Z	35.1	524- 631	35.3	529- 638	0	35.1	524- 631
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	38.6	617- 745	38.8	622- 752	3	38.6	617- 745
* 5274	LANDSCAPE ARCHITECT.....	Z	40.6	677- 818	40.8	684- 826	1	40.6	677- 818
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	43.6	781- 943	43.8	788- 952	1	43.6	781- 943

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 5

1978-79 SALARY SCHEDULE 37.9 APPROX $1292 - $1419 - $1562 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	1292	1419	1562		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-25
STATE OF CALIFORNIA	1	1294	1425	1556	1,425	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	11	1347	1480	1613	16,280	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	6	1298	1438	1578	8,628	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	4	1318	1460	1602	5,840	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	5	1352	1521	1690	7,605	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	1	1294	1429	1563	1,429	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	3	1411	1555	1699	4,665	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	5	1422	1576	1730	7,880	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF FREMONT	1	1437	1592	1747	1,592	40.0	11	YES	YES	12	YES	NO	8.6%	$ 46	- 98	12-15-21-21
CITY OF HAYWARD	3	1405	1558	1711	4,674	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	4	1585	1670	1755	6,680	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	2	1475	1631	1786	3,262	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	24	1341	1478	1614	35,472	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	2	1502	1617	1731	3,234	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SANTA CLARA	0	1581	1799	2016	0	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	2	1474	1637	1799	3,274	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
METROPOLITAN TRANSIT AUTH.	15	1407	1596	1784	23,940											
TOTALS ... 17	89	.....			135,880											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1527  *
*                          R A T E   R A N G E   1374 TO 1680 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 5278 PLANNER II *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		35414YR	52.7	1203-1457	1	52.7	1203-1457
5404	SPECIAL ASSISTANT FOR PROGRAM DEVELOPMENT.....	Z		33769YR	51.7	1147-1388	1	51.7	1147-1388
5406	SPECIAL ASSISTANT FOR PROGRAM COORDINATOR.....	Z		25864YR	46.1	878-1062	1	46.1	878-1062
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z		23231YR	43.9	792- 956	1	43.9	792- 956
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR.....	Z		20595YR	41.3	701- 846	1	41.3	701- 846
5412	PLANNING COORDINATOR.....	Z		21914YR	44.0	796- 961	3	44.0	796- 961
9458	PROGRAM SPECIALIST TRAINEE, CITY DEMONSTRATION AGENCY...	Z		396- 396	28.4	386- 463	1	28.4	386- 463
5277	PLANNER I.....	Z	33.9	496- 596	35.3	529- 638	2	35.3	529- 638
5287	TRANSIT PLANNER I.....	Z	33.9	496- 596	35.3	529- 638	0	35.3	529- 638
5276	CITY PLANNING INTERN.....	Z		521- 521	32.4	463- 557	0	32.4	463- 557
9401	PROGRAM MONITOR I, CITY DEMONSTRATION AGENCY.....	Z	35.8	541- 652	39.3	638- 769	2	39.3	638- 769
* 5278	PLANNER II.....	Z	37.9	596- 721	39.3	638- 769	15	39.3	638- 769
5288	TRANSIT PLANNER II.....	Z	37.9	596- 721	39.3	638- 769	2	39.3	638- 769
9403	PROGRAM MONITOR II, CITY DEMONSTRATION AGENCY.....	Z	39.3	638- 769	42.8	752- 908	1	42.8	752- 908
9411	CITIZEN PARTICIPATION REHABILITATION MONITOR.....	Z	39.3	638- 769	42.8	752- 908	2	42.8	752- 908
9434	SENIOR RESEARCH ASSISTANT, CITY DEMONSTRATION AGENCY....	Z		642- 642	38.8	622- 752	1	38.8	622- 752
9405	COORDINATING PROGRAM MONITOR, CITY DEMONSTRATION AGENCY.	Z	41.3	701- 846	44.8	826- 998	1	44.8	826- 998
5280	PLANNER III.....	Z	41.4	704- 850	42.8	752- 908	7	42.8	752- 908
5280A	PLANNER III, ADMINISTRATIVE.....	Z	41.4	704- 850	42.8	752- 908	2	42.8	752- 908

1978-79 SALARY SCHEDULE 37.9 APPROX $1292 - $1419 - $1562 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1-YR 5-YR 15-MAX
CITY & COUNTY SAN FRANCISCO	15	1292	1419	1562		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	1	1294	1425	1556	1,425	40.0	12	YES	NO	12	NO	YES	16.9%	$ 38	- 93	10-15-19-26
ALAMEDA COUNTY	11	1347	1480	1613	16,280	37.5	13	NO	NO	13	YES	YES	9.9%	$ 58	-127	10-15-20-20
CONTRA COSTA COUNTY	6	1298	1438	1578	8,628	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	4	1318	1460	1602	5,840	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	5	1352	1521	1690	7,605	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	1	1294	1429	1563	1,429	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	3	1411	1555	1699	4,665	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	5	1422	1576	1730	7,880	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF FREMONT	1	1437	1592	1747	1,592	40.0	11	YES	YES	12	YES	NO	8.6%	$ 46	- 98	12-15-21-21
CITY OF HAYWARD	3	1405	1558	1711	4,674	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	4	1585	1670	1755	6,680	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	2	1475	1631	1786	3,262	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	24	1341	1478	1614	35,472	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	2	1502	1617	1731	3,234	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SANTA CLARA	0	1581	1799	2016	0	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	2	1474	1637	1799	3,274	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
METROPOLITAN TRANSIT AUTH.	15	1407	1596	1784	23,940											
TOTALS ... 17	89	.....			135,880											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1527        *
*                        R A T E   R A N G E    1374  TO  1680      *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS **********
* 5278 PLANNER II *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	35414YR	52.7	1203-1457	1	52.7	1203-1457
5404	SPECIAL ASSISTANT FOR PROGRAM DEVELOPMENT.....	Z	33769YR	51.7	1147-1388	1	51.7	1147-1388
5406	SPECIAL ASSISTANT FOR PROGRAM COORDINATOR.....	Z	25864YR	46.1	878-1062	1	46.1	878-1062
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	23231YR	43.9	792- 956	1	43.9	792- 956
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR.....	Z	20595YR	41.3	701- 846	1	41.3	701- 846
5412	PLANNING COORDINATOR.....	Z	21914YR	44.0	796- 961	3	44.0	796- 961
9458	PROGRAM SPECIALIST TRAINEE, CITY DEMONSTRATION AGENCY...	Z	396- 396	28.4	386- 463	1	28.4	386- 463
5277	PLANNER I.....	Z 33.9	496- 596	35.3	529- 638	2	35.3	529- 638
5287	TRANSIT PLANNER I.....	Z 33.9	496- 596	35.3	529- 638	0	35.3	529- 638
5276	CITY PLANNING INTERN.....	Z	521- 521	32.4	463- 557	0	32.4	463- 557
9401	PROGRAM MONITOR I, CITY DEMONSTRATION AGENCY.....	Z 35.8	541- 652	39.3	638- 769	2	39.3	638- 769
* 5278	PLANNER II.....	Z 37.9	596- 721	39.3	638- 769	15	39.3	638- 769
5288	TRANSIT PLANNER II.....	Z 37.9	596- 721	39.3	638- 769	2	39.3	638- 769
9403	PROGRAM MONITOR II, CITY DEMONSTRATION AGENCY.....	Z 39.3	638- 769	42.8	752- 908	1	42.8	752- 908
9411	CITIZEN PARTICIPATION REHABILITATION MONITOR.....	Z 39.3	638- 769	42.8	752- 908	2	42.8	752- 908
9434	SENIOR RESEARCH ASSISTANT, CITY DEMONSTRATION AGENCY....	Z	642- 642	38.8	622- 752	1	38.8	622- 752
9405	COORDINATING PROGRAM MONITOR, CITY DEMONSTRATION AGENCY.	Z 41.3	701- 846	44.8	826- 998	1	44.8	826- 998
5280	PLANNER III.....	Z 41.4	704- 850	42.8	752- 908	7	42.8	752- 908
5280A	PLANNER III, ADMINISTRATIVE.....	Z 41.4	704- 850	42.8	752- 908	2	42.8	752- 908

6120 ENVIRONMENTAL HEALTH INSPECTOR

1978-79 SALARY SCHEDULE 37.2 APPROX $1253 - $1374 - $1510 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-10-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	46	1253	1374	1510		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-25
STATE OF CALIFORNIA	1	1263	1391	1519	1,391	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 40	10-16-18-29
ALAMEDA COUNTY	25	1309	1439	1568	35,975	37.5	13	NO	NO	13	YES	YES	9.9%	$ 50	-127	10-18-20-30
ALAMEDA COUNTY	8	1370	1507	1643	12,056	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	16	1338	1483	1627	23,728	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
CONTRA COSTA COUNTY	4	1244	1378	1512	5,512	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	7	1256	1391	1526	9,737	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	5	1317	1482	1647	7,410	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SAN MATEO COUNTY	9	1551	1746	1940	15,714	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	33	1225	1357	1489	44,781	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	2	1290	1404	1518	2,808	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
TOTALS ... 7	110	.....			159,112											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1446    *
*                        R A T E   R A N G E    1301  TO  1591 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS ********** * 6120 ENVIRONMENTAL HEALTH INSPECTOR * **********

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
6102	RODENT CONTROL TECHNICIAN.....		29.0	396- 475	33.1	477- 575	6	32.7	469- 565
6104	SENIOR RODENT CONTROL TECHNICIAN.....		30.7	428- 514	35.1	524- 631	1	34.7	514- 620
2806	DISEASE CONTROL INVESTIGATOR.....	Z	31.2	438- 526	32.6	467- 562	14	32.2	458- 552
6208	ASSISTANT SEWER SAFETY INSPECTOR.....		31.7	448- 539	33.1	477- 575	1	32.7	469- 565
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	32.7	469- 565	34.1	500- 602	4	33.7	491- 591
6216	SEWER SAFETY INSPECTOR.....		35.7	539- 650	37.1	575- 694	1	36.7	565- 681
* 6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	37.2	578- 697	38.6	617- 745	46	38.2	605- 731
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	38.8	622- 752	40.2	664- 803	13	39.8	652- 788
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR.....	Z	39.2	634- 766	40.6	677- 818	6	40.2	664- 803
6272	SENIOR RESDENTIAL ENVIRONMENT INSPECTOR.....	Z	40.3	668- 807	41.7	714- 862	2	41.3	701- 846
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z		702- 702		751- 751	0		736- 736
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR.....	Z	41.4	704- 850	42.8	752- 908	7	42.4	738- 891
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR.....	Z	42.5	742- 895	43.9	792- 956	1	43.5	777- 938
6127	ASSISTANT CHIEF,BUREAU OF ENVIRONMENTAL HEALTH SERVICES.	Z	43.6	781- 943	45.0	834-1008	1	44.6	818- 989
6126	CHIEF, BUREAU OF ENVIRONMENTAL HEALTH SERVICES.....	Z	45.9	870-1052	47.3	929-1125	1	46.9	912-1104

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 104

METAL TRADES AND RELATED

1978-79 SALARY SCHEDULE 40.6 APPROX $1467 - $1614 - $1773 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	46	1467	1614	1773		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-30
PRIVATE BAY AREA	675	1519	1700	1839	1,147,500											
STATE OF CALIFORNIA	0	1235	1294	1352	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
U.S. GOVERNMENT	240	1484	1609	1733	386,160	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
CITY OF CONCORD	1	1341	1405	1469	1,405	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF OAKLAND	1	1382	1454	1526	1,454	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF SAN JOSE	5	1242	1367	1492	6,835	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	7	1571	1571	1571	10,997	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 81	10-15-20-25
U.C.MEDICAL CENTER S.F.	6	1616	1697	1778	10,182	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	5	1397	1502	1607	7,510	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
A.C. TRANSIT	3	1627	1627	1627	4,881	40.0	10	YES	NO	12	YES	YES	13.2%	$ 68	- 91	10-15-20-25
BAY AREA RAPID TRANSIT	48	1476	1674	1872	80,352	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70	- 65	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	5	2001	2001	2001	10,005	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30

TOTALS ... 12	981	.....	1,641,398
FLAT RATE TOTALS	15	.....	25,883
COMBINED TOTAL	996		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1673 *
* RATE RANGE 1506 TO 1840 *

WEIGHTED AVERAGE OF THE FLAT RATES 1726 TO 1726

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1509 TO 1838 *
* *
* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * METAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7414	BLACKSMITH'S FINISHER	34.2	503- 605	34.3	505- 608	2	34.8	517- 622
7305	BLACKSMITH	34.7	514- 620	34.8	517- 622	1	35.3	529- 638
7434	MAINTENANCE MACHINIST HELPER	34.7	514- 620	34.8	517- 622	2	35.3	529- 638
7389	METALSMITH	35.0	521- 628	35.1	524- 631	6	35.6	536- 647
7222	BLACKSMITH SUPERVISOR I	37.7	591- 714	37.8	594- 717	0	38.3	608- 735
7390	WELDER	38.2	605- 731	38.3	608- 735	6	38.8	622- 752
7395	ORNAMENTAL IRON WORKER		641- 773	39.4	641- 773	5	39.9	655- 792
	BI-WEEKLY MONTHLY							
	FENCE ERECTOR 641-773 1394-1681			39.5	644- 777		40.0	658- 796
	ORNAMENTAL IRON WORK 697-842 1516-1831			41.3	701- 846		41.8	717- 866
* 7332	MAINTENANCE MACHINIST	40.6	677- 818	40.7	681- 822	46	41.2	697- 842
9346	FUSION WELDER	41.9	721- 870	42.0	724- 874	1	42.5	742- 895
7258	MAINTENANCE MACHINIST SUPERVISOR I	42.1	728- 878	42.2	731- 882	5	42.7	748- 903
7123	MACHINE SHOP AND PARKING METER SUPERINTENDENT Z	42.4	738- 891	42.5	742- 895	1	43.0	758- 916
9342	ORNAMENTAL IRON WORKER SUPERVISOR I	43.1	762- 920	43.2	766- 925	1	43.7	785- 947
7277	CITY SHOPS ASSISTANT SUPERINTENDENT	44.9	830-1003	46.0	874-1057	1	46.5	895-1083
7150	CITY SHOPS GENERAL SUPERINTENDENT Z	49.1	1013-1226	49.2	1018-1232	1	49.7	1042-1261
7152	TRANSIT EQUIPMENT SUPERINTENDENT Z	49.1	1013-1226	49.2	1018-1232	1	49.7	1042-1261

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 79

1978-79 SALARY SCHEDULE 38.4 APPROX $1324 - $1454 - $1599 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	183	1324	1454	1599		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
PRIVATE BAY AREA	554	1525	1639	1777	908,006											
STATE OF CALIFORNIA	35	1263	1324	1385	46,340	40.0	12	YES	NO	13	NO	YES	16.0%	$ 38 - 92		10-15-19-20
U.S. GOVERNMENT	49	1484	1609	1733	78,841	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
U.S. GOVERNMENT	28	1543	1672	1801	46,816	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
ALAMEDA COUNTY	40	1719	1719	1719	68,760	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	13	1314	1382	1449	17,966	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
MARIN COUNTY	3	1196	1257	1318	3,771	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63		10-15-20-30
SAN MATEO COUNTY	20	1401	1483	1565	29,660	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	12	1097	1211	1325	14,532	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
CITY OF HAYWARD	3	1171	1271	1370	3,813	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29 -126		10-15-16-20
CITY OF OAKLAND	12	1357	1430	1502	17,160	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -114		10-15-18-20
CITY OF RICHMOND	6	1322	1386	1449	8,316	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -109		10-15-20-25
CITY OF SANTA CLARA	2	1274	1448	1621	2,896	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27 - 96		10-15-20-20
U.C.MEDICAL CENTER S.F.	17	1644	1685	1726	28,645	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	27	1644	1644	1644	44,388	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
LAWRENCE LIVERMORE LAB	59	1467	1504	1540	88,736											
TOTALS ... 15	813		.....		1,295,498											
FLAT RATE TOTALS	67		.....		113,148											
COMBINED TOTAL	880															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1593 *
* RATE RANGE 1434 TO 1752 *

WEIGHTED AVERAGE OF THE FLAT RATES 1689 TO 1689

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1453 TO 1747 *
* *
* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 7334 STATIONARY ENGINEER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7334A	APPRENTICE STATIONARY ENGINEER.....		367- 701			3		
	1ST SIX MONTHS - 60% OF 7334 RATE (BI-WEEKLY 367-443, MONTHLY 797- 963)							
	2ND SIX MONTHS - 65% OF 7334 RATE (BI-WEEKLY 397-480, MONTHLY 864-1043)							
	3RD SIX MONTHS - 70% OF 7334 RATE (BI-WEEKLY 428-517, MONTHLY 930-1124)							
	4TH SIX MONTHS - 75% OF 7334 RATE (BI-WEEKLY 458-554, MONTHLY 997-1204)							
	5TH SIX MONTHS - 80% OF 7334 RATE (BI-WEEKLY 489-590, MONTHLY 1063-1284)							
	6TH SIX MONTHS - 85% OF 7334 RATE (BI-WEEKLY 519-627, MONTHLY 1130-1364)							
	7TH SIX MONTHS - 90% OF 7334 RATE (BI-WEEKLY 550-664, MONTHLY 1196-1445)							
	8TH SIX MONTHS - 95% OF 7334 RATE (BI-WEEKLY 580-701, MONTHLY 1263-1525)							
7372A	APPRENTICE STATIONARY ENGINEER, SEWAGE PLANT.....		403- 770					
	1ST SIX MONTHS - 60% OF 7372 RATE (BI-WEEKLY 403-486, MONTHLY 875-1057)							
	2ND SIX MONTHS - 65% OF 7372 RATE (BI-WEEKLY 436-527, MONTHLY 948-1145)							
	3RD SIX MONTHS - 70% OF 7372 RATE (BI-WEEKLY 470-567, MONTHLY 1021-1233)							
	4TH SIX MONTHS - 75% OF 7372 RATE (BI-WEEKLY 503-608, MONTHLY 1094-1322)							
	5TH SIX MONTHS - 80% OF 7372 RATE (BI-WEEKLY 537-648, MONTHLY 1167-1410)							
	6TH SIX MONTHS - 85% OF 7372 RATE (BI-WEEKLY 570-689, MONTHLY 1240-1498)							
	7TH SIX MONTHS - 90% OF 7372 RATE (BI-WEEKLY 604-729, MONTHLY 1313-1586)							
	8TH SIX MONTHS - 95% OF 7372 RATE (BI-WEEKLY 637-770, MONTHLY 1386-1674)							
7472T	WIRE ROPE CABLE MAINTENANCE MECHANIC TRAINEE.....		489- 590			0		
	80% OF 7472 RATE (BI-WEEKLY 489-590, MONTHLY 1064-1283)							
7333	JUNIOR STATIONARY ENGINEER.....	33.7	491- 591	35.5	534- 644	0	35.5	534- 644
7420	DPIOGETENDER.....	33.7	491- 591	35.5	534- 644	8	35.5	534- 644
* 7334	STATIONARY ENGINEER.....	38.4	611- 738	40.2	664- 803	183	40.2	664- 803
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC.....	38.4	611- 738	40.2	664- 803	9	40.2	664- 803
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	40.4	671- 810	42.2	731- 882	73	42.2	731- 882
O 54	SUPERVISOR, BUILDINGS AND GROUNDS.....	40.9	688- 830	42.7	748- 903	0	42.7	748- 903

1st. Six Months - 60% of 7334
2nd. Six Months - 65% of 7334
3rd. Six Months - 70% of 7334
4th. Six Months - 75% of 7334
5th. Six Months - 80% of 7334
6th. Six Months - 85% of 7334
7th. Six Months - 90% of 7334
8th. Six Months - 95% of 7334

1st. Six Months - 60% of 7372
2nd. Six Months - 65% of 7372
3rd. Six Months - 70% of 7372
4th. Six Months - 75% of 7372
5th. Six Months - 80% of 7372
6th. Six Months - 85% of 7372
7th. Six Months - 90% of 7372
8th. Six Months - 95% of 7372

80% of 7472 Rate

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7335	SENIOR STATIONARY ENGINEER.....	40.9	688- 830	42.7	748- 903	25	42.7	748- 903
7321	ELEVATOR MECHANIC.....	41.9	721- 870	43.7	785- 947	3	43.7	785- 947
7203	BUILDING AND GROUNDS MAINTENANCE SUPERVISOR.....	42.9	755- 912	44.7	822- 994	1	44.7	822- 994
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT.....	42.9	755- 912	44.7	822- 994	26	44.7	822- 994
0172	CHIEF OPERATING ENGINEER.....	43.1	762- 920	44.9	830-1003	1	44.9	830-1003
7205	CHIEF STATIONARY ENGINEER.....	43.1	762- 920	44.9	830-1003	8	44.9	830-1003
6233	REFRIGERATOR INSPECTOR.....	43.8	788- 952	45.6	858-1037	0	45.6	858-1037
6235	HEAT AND VENTILATION INSPECTOR.....	43.8	788- 952	45.6	858-1037	0	45.6	858-1037
5149	SUPERINTENDENT OF WATER TREATMENT FACILITIES..... Z	44.6	818- 989	46.4	891-1078	1	46.4	891-1078
9232	AIRPORT MECHANICAL MAINTENANCE SUPERVISOR.....	44.6	818- 989	47.9	956-1158	1	47.9	956-1158
7223	CABLE MACHINERY SUPERVISOR.....	44.7	822- 994	46.5	895-1083	1	46.5	895-1083
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.....	45.1	838-1013	46.9	912-1104	5	46.9	912-1104
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPERINTENDENT.....	46.1	878-1062	47.9	956-1158	10	47.9	956-1158
7209	SCHOOL HEATING AND VENTILATION SUPERVISOR..... Z	46.1	878-1062	47.9	956-1158	1	47.9	956-1158

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 359

CARPENTER AND RELATED

1978-79 SALARY SCHEDULE 42.2 APPROX $1584 - $1740 - $1911 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	183	1584	1740	1911		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
PRIVATE BAY AREA	249	1499	1577	1749	392,673											
STATE OF CALIFORNIA	11	1235	1294	1352	14,234	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 92		10-15-19-20
U.S. GOVERNMENT	109	1427	1545	1663	168,405	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
ALAMEDA COUNTY	8	1827	1827	1827	14,616	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -107		10-15-20-20
CONTRA COSTA COUNTY	5	1545	1624	1703	8,120	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
SAN MATEO COUNTY	8	1605	1605	1605	12,840	40.0	11	YES	YES	12	YES	YES	8.2%	$ 62 - 94		13-16-21-22
SANTA CLARA COUNTY	11	1667	1667	1667	18,337	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 95		11-17-21-23
CITY OF BERKELEY	2	1299	1348	1396	2,696	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-20-25
CITY OF CONCORD	2	1341	1405	1469	2,810	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29 -140		10-12-17-20
CITY OF HAYWARD	1	1243	1351	1458	1,351	40.0	12.5	YES	NO	12	YES	YES	10.1%	$ 29 -126		10-15-16-20
CITY OF OAKLAND	8	1444	1522	1599	12,176	37.5	12	NO	NO	12	YES	NO	14.9%	$ 29 -114		10-15-18-20
CITY OF RICHMOND	4	1353	1419	1485	5,676	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -109		10-15-20-25
CITY OF SAN JOSE	12	1235	1360	1485	16,320	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 61		10-15-20-20
CITY OF SAN MATEO	4	1142	1236	1329	4,944	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28 - 90		10-15-20-20
CITY OF SUNNYVALE	2	1272	1411	1549	2,822	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49 - 79		16-16-21-21
EAST BAY MUNI. UTIL. DIST.	7	1571	1571	1571	10,997	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 - 67		10-15-20-20
OAKLAND CITY SCHOOL DIST.	29	1822	1870	1917	54,230	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 - 95		10-15-25-25
U.C.MEDICAL CENTER S.F.	18	1275	1404	1533	25,272	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	14	1275	1404	1533	19,656	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
LAWRENCE BERKELEY LAB	6	1300	1490	1679	8,940											
LAWRENCE LIVERMORE LAB	15	1397	1540	1683	23,100											
S.F. HOUSING AUTHORITY	15	1958	1958	1958	29,370											
BAY AREA RAPID TRANSIT	3	1872	1872	1872	5,616	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70 - 85		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	2	2130	2130	2130	4,260	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60 -134		15-15-20-30

TOTALS ... 24 491 763,425
FLAT RATE TOTALS 54 96,036
COMBINED TOTAL 545

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1555 *
* RATE RANGE 1400 TO 1711 *

WEIGHTED AVERAGE OF THE FLAT RATES 1778 TO 1778

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1437 TO 1718 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
A170	STAGE PROPERTY MAN.....		7.56 HR	7.56 HR		0	7.56 HR	
C109	STAGEHAND GRIPS, CLEARERS.....		7.49 HR	7.49 HR		0	7.49 HR	
7371	STAGE CARPENTER.....		7.56 HR	7.56 HR		0	7.56 HR	
7326	GLAZIER.....	39.0	628- 758	41.2	697- 842	12	41.2	697- 842
9360	CONSTRUCTION AND MAINTENANCE SUPERVISOR II, PORT.....	39.2	634- 766	39.2	634- 766	1	39.2	634- 766
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....	39.4	641- 773	39.4	641- 773	2	39.4	641- 773
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE.....	39.4	641- 773	39.4	641- 773	0	39.4	641- 773
7358	PATTERNMAKER.....	39.6	647- 781	39.6	647- 781	3	39.6	647- 781
7378	TILE SETTER.....	40.3	668- 807	40.3	668- 807	1	40.3	668- 807
7261	SUPERVISOR OF MAINTENANCE, SF UNIFIED SCHOOL DISTRICT...	40.4	671- 810	40.4	671- 810	1	40.4	671- 810
9343	ROOFER.....	40.6	677- 818	40.6	677- 818	4	40.6	677- 818
7233	GLAZIER SUPERVISOR I.....	41.1	694- 838	41.1	694- 838	1	41.1	694- 838
9344	ROOFER SUPERVISOR I.....	41.6	710- 858	41.6	710- 858	1	41.6	710- 858
7376	SHEET METAL WORKER.....	41.7	714- 862	41.7	714- 862	14	41.7	714- 862
7342	LOCKSMITH.....	42.2	731- 882	42.2	731- 882	10	42.2	731- 882
* 7344	CARPENTER.....	42.2	731- 882	42.2	731- 882	71	42.2	731- 882
9330	PILE WORKER.....	42.4	738- 891	43.2	766- 925	19	43.2	766- 925
9345	SHEET METAL SUPERVISOR I, PORT.....	42.7	748- 903	43.7	785- 947	1	43.7	785- 947
7202	ASSIST. PARK SUPERINTENDENT FOR STRUCTURAL MAINTENANCE.. Z	43.4	773- 934	46.3	887-1073	1	46.3	887-1073

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9363	ASST. SUPT. HARBOR MAINTENANCE, PIERS AND WHARVES.....	Z	43.8	788- 952	43.8	788- 952	1	43.8	788- 952
7226	CARPENTER SUPERVISOR I.....		44.0	796- 961	44.0	796- 961	7	44.0	796- 961
7236	LOCKSMITH SUPERVISOR I.....		44.0	796- 961	44.0	796- 961	1	44.0	796- 961
6331	BUILDING INSPECTOR.....	Z	44.1	800- 966	44.1	800- 966	66	44.1	800- 966
9332	PILEDRIVER SUPERVISOR I.....		44.2	803- 970	44.2	803- 970	3	44.2	803- 970
6333	SENIOR BUILDING INSPECTOR.....	Z	45.1	838-1013	45.1	838-1013	9	45.1	838-1013
9362	ASST. SUPT. HARBOR MAINTENANCE, BUILDINGS AND STREETS...	Z	45.3	846-1022	45.3	846-1022	1	45.3	846-1022
7102	MAINTENANCE AND REPAIR ASST. SUPT. HETCH HETCHY PROJECT.	Z	45.4	850-1027	45.4	850-1027	1	45.4	850-1027
6334	CHIEF BUILDING INSPECTOR.....	Z	45.6	858-1037	46.1	878-1062	5	46.1	878-1062
7247	SHEET METAL WORKER SUPERVISOR II.....		45.7	862-1042	45.7	862-1042	1	45.7	862-1042
9364	SUPERINTENDENT, HARBOR MAINTENANCE AND REPAIR.....	Z	46.3	887-1073	46.3	887-1073	1	46.3	887-1073
7124	MAINTENANCE AND REPAIR SUPT. HETCH HETCHY PROJECT.....	Z	46.4	891-1078	46.4	891-1078	1	46.4	891-1078
6336	PROPERTY REHABILITATION MANAGER.....	Z	46.6	899-1088	47.1	920-1114	2	47.1	920-1114
5286	ADMINSTRATOR, PROPERTY CONSERVATION DIVISION.....	Z	46.9	912-1104	48.1	966-1169	1	48.1	966-1169
5102	PUBLIC BUILDINGS MAINTENANCE AND REPAIR ASST. SUPT.....	Z	47.0	916-1109	47.0	916-1109	2	47.0	916-1109
7272	CARPENTER SUPERVISOR II.....		48.0	961-1163	48.0	961-1163	1	48.0	961-1163
5104	PUBLIC BUILDINGS MAINTENANCE AND REPAIR SUPERINTENDENT..	Z	49.0	1008-1220	49.0	1008-1220	1	49.0	1008-1220

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 246

1978-79 SALARY SCHEDULE 41.8 APPROX $1554 - $1708 - $1877 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL - FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	68	1554	1708	1877		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37	10-15-20-20
PRIVATE BAY AREA	761	1454	1615	1700	1,229,015										
STATE OF CALIFORNIA	3	1294	1356	1418	4,068	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 96	10-15-19-20
U.S. GOVERNMENT	204	1484	1609	1733	328,236	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60	13-18-26-26
ALAMEDA COUNTY	4	1827	1827	1827	7,308	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 - 117	10-15-20-20
CONTRA COSTA COUNTY	8	1652	1737	1821	13,896	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110	15-15-20-35
MARIN COUNTY	1	1256	1320	1384	1,320	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33 - 63	10-15-20-30
SAN MATEO COUNTY	2	1785	1785	1785	3,570	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94	13-16-21-22
SANTA CLARA COUNTY	13	1820	1820	1820	23,660	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98	11-17-21-23
CITY OF BERKELEY	5	1461	1530	1598	7,650	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 88	10-15-20-25
CITY OF CONCORD	5	1391	1405	1469	7,025	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29 -142	10-12-17-20
CITY OF HAYWARD	2	1292	1405	1518	2,810	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 28 -116	10-15-16-20
CITY OF OAKLAND	17	1535	1613	1691	27,421	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -114	10-15-18-20
CITY OF RICHMOND	5	1485	1559	1632	7,795	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -109	10-15-20-25
CITY OF SAN JOSE	33	1419	1564	1708	51,612	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 81	10-15-20-20
CITY OF SAN MATEO	5	1142	1236	1329	6,180	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28 - 90	10-15-20-20
CITY OF SUNNYVALE	1	1272	1411	1549	1,411	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49 - 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	7	1636	1636	1636	11,452	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 - 87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	9	1871	1921	1970	17,289	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 - 95	10-15-25-25
U.C.MEDICAL CENTER S.F.	6	1397	1540	1683	9,240	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92	15-15-21-24
U.C. BERKELEY	10	1275	1404	1533	14,040	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92	15-15-21-24
U.C. BERKELEY	17	1397	1540	1683	26,180	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92	15-15-21-24
LAWRENCE BERKELEY LAB	10	1300	1490	1679	14,900										
LAWRENCE LIVERMORE LAB	33	1467	1504	1540	49,632										
S.F. HOUSING AUTHORITY	5	2407	2407	2407	12,035										
BAY AREA RAPID TRANSIT	50	1872	1872	1872	93,600	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70 - 85	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	10	2377	2377	2377	23,770	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60 -134	15-15-20-30

TOTALS ... 25	1135	.....	1,819,720	
FLAT RATE TOTALS	91	.....	175,395	
COMBINED TOTAL	1226			

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1603 *
* RATE RANGE 1443 TO 1763 *

WEIGHTED AVERAGE OF THE FLAT RATES 1927 TO 1927

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1479 TO 1775 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
F 51	AIRPORT ATTENDANT	29.6	408- 489	30.0	414- 498	1	29.6	408- 489
7510	LIGHTING FIXTURE MAINTENANCE WORKER	29.6	408- 489	30.0	414- 498	5	29.6	408- 489
7377	STAGE ELECTRICIAN	34.2	503- 605	34.6	512- 617	2	34.2	503- 605
7432	ELECTRICAL LINE HELPER	38.8	622- 752	39.2	634- 766	4	38.8	622- 752
7430	ASSISTANT ELECTRONIC MAINTENANCE TECHNICIAN	39.7	650- 785	39.7	650- 785	0	39.7	650- 785
7318	ELECTRONIC MAINTENANCE TECHNICIAN	41.8	717- 866	42.2	731- 882	25	41.8	717- 866
7338	ELECTRICAL LINE WORKER	41.8	717- 866	42.2	731- 882	42	41.8	717- 866
* 7345	ELECTRICIAN	41.8	717- 866	42.2	731- 882	68	41.8	717- 866
7363	POWERHOUSE ELECTRICIAN	41.8	717- 866	42.2	731- 882	5	41.8	717- 866
7366	TELECOMMUNICATIONS TECHNICIAN		742- 742		755- 755	5		742- 742
9361	ASST. SUPERINTENDENT, HARBOR MAINTENANCE, ELECTRICAL Z	42.8	752- 908	43.2	766- 925	1	42.8	752- 908
9240	AIRPORT ELECTRICIAN	43.8	788- 952	44.2	803- 970	8	43.8	788- 952
6248	ELECTRICAL INSPECTOR Z	43.9	792- 956	44.3	807- 975	25	43.9	792- 956
6252	LINE INSPECTOR Z	43.9	792- 956	44.3	807- 975	2	43.9	792- 956
7229	TRANSMISSION LINE SUPERVISOR I	44.3	807- 975	44.7	822- 994	2	44.3	807- 975
7235	TRANSIT POWER LINE SUPERVISOR I	44.3	807- 975	44.7	822- 994	3	44.3	807- 975
7238	ELECTRICIAN SUPERVISOR I	44.3	807- 975	44.7	822- 994	8	44.3	807- 975
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I	44.3	807- 975	44.7	822- 994	1	44.3	807- 975
7257	COMMUNICATION LINE SUPERVISOR I	44.3	807- 975	44.7	822- 994	1	44.3	807- 975

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7287	SUPERVISING ELECTRONIC MAINTENANCE TECHNICIAN.....		44.3	807- 975	44.7	822- 994	1	44.3	807- 975
7308	CABLE SPLICER.....		44.3	807- 975	44.7	822- 994	3	44.3	807- 975
7132	TELCOMMUNICATIONS SUPERVISOR.....			814- 814		830- 830	1		814- 814
9241	AIRPORT ELECTRICIAN SUPERVISOR.....		45.2	842-1018	45.2	842-1018	1	45.2	842-1018
6249	SENIOR ELECTRICAL INSPECTOR.....		45.3	844-1022	45.3	844-1022	0	44.9	830-1003
7125	ELECTRICAL OPERATION AND MAINT. SUPT. HETCH HETCHY PROJ.	Z	45.4	850-1027	45.8	866-1047	1	45.4	850-1027
7131	ELECTRICAL MAINTENANCE AND CONSTRUCTION SUPERINTENDENT..	Z	45.6	858-1037	46.0	874-1057	1	45.6	858-1037
9242	HEAD AIRPORT ELECTRICIAN.....		45.8	866-1047	46.2	882-1067	1	45.8	866-1047
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	45.9	870-1052	46.3	887-1073	1	45.9	870-1052
7273	COMMUNICATION LINE WORKER SUPERVISOR II.....		46.5	895-1083	46.9	912-1104	1	46.5	895-1083
7274	TRANSIT POWER LINE WORKER SUPERVISOR II.....		46.5	895-1083	46.9	912-1104	1	46.5	895-1083
7275	CABLE SPLICER SUPERVISOR I.....		46.5	895-1083	46.9	912-1104	1	46.5	895-1083
7276	ELECTRICIAN SUPERVISOR II.....		46.5	895-1083	46.9	912-1104	2	46.5	895-1083
7285	TRANSMISSION LINE WORKER SUPERVISOR II.....		46.5	895-1083	46.9	912-1104	1	46.5	895-1083
7130	POWER AND PLANT SUPERINTENDENT.....	Z	48.6	989-1197	49.0	1008-1220	1	48.6	989-1197
1150	GENERAL MANAGER, DEPARTMENT OF ELECTRICITY.....	Z	50.1	1062-1285	50.4	1078-1304	1	50.1	1062-1285

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 226

1978-79 SALARY SCHEDULE 43.1 APPROX $1651 - $1816 - $1994 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-10-MAX
CITY & COUNTY SAN FRANCISCO	80	1651	1816	1994		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-20-20
PRIVATE BAY AREA	137	1523	1586	1687	217,282											
STATE OF CALIFORNIA	12	1235	1294	1352	15,528	40.0	12	YES	NO	12	NO	YES	16.0%	$ 16 - 42		10-15-19-20
U.S. GOVERNMENT	143	1427	1545	1663	220,935	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 - 60		13-18-26-26
ALAMEDA COUNTY	9	1771	1771	1771	15,939	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-15-20-20
CONTRA COSTA COUNTY	4	1545	1624	1703	6,496	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-20-35
SAN MATEO COUNTY	5	1605	1605	1605	8,025	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 - 94		13-16-21-22
SANTA CLARA COUNTY	10	1667	1667	1667	16,670	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-21-23
CITY OF BERKELEY	1	1299	1348	1396	1,348	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 - 93		10-15-20-25
CITY OF CONCORD	2	1341	1405	1469	2,810	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29 -142		10-12-17-20
CITY OF HAYWARD	1	1195	1298	1400	1,298	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29 -126		10-15-16-20
CITY OF OAKLAND	13	1436	1513	1590	19,669	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -114		10-15-18-20
CITY OF RICHMOND	3	1353	1419	1485	4,257	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26 -109		10-15-20-25
CITY OF SAN JOSE	20	1235	1360	1485	27,200	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 - 81		10-15-20-20
CITY OF SAN MATEO	4	1142	1236	1329	4,944	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28 - 90		10-15-20-20
CITY OF SUNNYVALE	1	1272	1411	1549	1,411	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49 - 79		16-16-21-21
EAST BAY MUNI. UTIL. DIST.	9	1571	1571	1571	14,139	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 - 87		10-15-20-20
OAKLAND CITY SCHOOL DIST.	18	1827	1875	1923	33,750	37.5	14	YES	YES	12	YES	YES	8.8%	$ 33 - 95		10-15-25-25
U.C.MEDICAL CENTER S.F.	5	1275	1404	1533	7,020	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	18	1275	1404	1533	25,272	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
LAWRENCE BERKELEY LAB	7	1300	1490	1679	10,430											
LAWRENCE LIVERMORE LAB	14	1397	1540	1683	21,560											
S.F. HOUSING AUTHORITY	22	1874	1874	1874	41,228											
BAY AREA RAPID TRANSIT	4	1872	1872	1872	7,488	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70 - 85		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	4	2001	2001	2001	8,004	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60 -134		15-15-20-30

TOTALS ... 24	403	.....	621,210
FLAT RATE TOTALS	63	.....	111,493
COMBINED TOTAL	466		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1541 *
* RATE RANGE 1387 TO 1695 *

WEIGHTED AVERAGE OF THE FLAT RATES 1770 TO 1770

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1439 TO 1705 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 7346 PAINTER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7309	CAR AND AUTO PAINTER.....	38.1	602- 728	40.1	661- 800	15	40.1	661- 800
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	39.5	644- 777	41.5	707- 854	1	41.5	707- 854
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	40.5	674- 814	44.1	800- 966	1	44.1	800- 966
7242	PAINTER SUPERVISOR I.....	43.1*	762- 920	43.1*	762- 920	9	43.1	762- 920
	A. AN ADDITIONAL 1/2 HOUR'S PAY PER DAY BASED ON EMPLOYEE'S BIWEEKLY RATE ON SAID JOB WHEN IN CHARGE OF 3 OR MORE EMPLOYEES.							
	B. AN ADDITIONAL 1 HOUR'S PAY PER DAY BASED ON EMPLOYEE'S BIWEEKLY RATE ON SAID JOB WHEN IN CHARGE OF 5 OR MORE EMPLOYEES.							
	C. AN ADDITIONAL 1 1/2 HOURS' PAY PER DAY BASED ON EMPLOYEE'S BIWEEKLY RATE ON SAID JOB WHEN IN CHARGE OF 10 OR MORE EMPLOYEES OR WHEN IN CHARGE OF MORE THAN ONE JOB.							
	D. WAGES AND PREMIUM TO BE BASED ON THE HIGHEST WAGE CLASSIFICATION OF SUBORDINATES ON JOB PAINTER FOREMAN IS SUPERVISING.							
* 7346	PAINTER.....	43.1	762- 920	43.1	762- 920	80	43.1	762- 920
7278	PAINTER SUPERVISOR II.....	47.8	952-1152	47.8	952-1152	1	47.8	952-1152

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 107

PLUMBING AND RELATED

1978-79 SALARY SCHEDULE 42.2 APPROX $1584 - $1740 - $1911 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	48	1584	1740	1911		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
PRIVATE BAY AREA	175	1615	1622	1730	283,850											
STATE OF CALIFORNIA	0	1294	1356	1418	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 -	92	10-15-19-20
U.S. GOVERNMENT	79	1427	1545	1663	122,055	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 -	60	13-16-26-26
U.S. GOVERNMENT	118	1484	1609	1733	189,862	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25 -	60	13-18-26-26
ALAMEDA COUNTY	2	1960	1960	1960	3,920	37.5	13	NO	NO	13	YES	YES	9.3%	$ 52 -117		10-15-20-20
CONTRA COSTA COUNTY	3	1652	1737	1821	5,211	40.0	12	YES	NO	12	YES	YES	*	$ 53 -110		15-15-25-35
SAN MATEO COUNTY	1	1785	1785	1785	1,785	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
SANTA CLARA COUNTY	10	1820	1820	1820	18,200	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 -	98	11-17-21-23
CITY OF OAKLAND	3	1637	1724	1811	5,172	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29 -114		10-15-18-20
CITY OF SAN JOSE	2	1419	1564	1708	3,128	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30 -	81	10-15-20-20
CITY OF SUNNYVALE	1	1272	1411	1549	1,411	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49 -	79	16-16-21-21
OAKLAND CITY SCHOOL DIST.	11	1968	2020	2071	22,220	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 -	95	10-15-25-25
U.C.MEDICAL CENTER S.F.	5	1397	1540	1683	7,700	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
U.C. BERKELEY	4	1275	1404	1533	5,616	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
U.C. BERKELEY	3	1397	1540	1683	4,620	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
LAWRENCE BERKELEY LAB	6	1300	1490	1679	8,940											
LAWRENCE LIVERMORE LAB	17	1467	1504	1540	25,568											
S.F. HOUSING AUTHORITY	16	2045	2045	2045	32,720											
BAY AREA RAPID TRANSIT	2	1872	1872	1872	3,744	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70 -	85	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	2398	2398	2398	2,398	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60 -134		15-15-20-30
TOTALS ... 18	427	.....			685,353											
FLAT RATE TOTALS	32	.....			62,767											
COMBINED TOTAL	459															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1605 *

* RATE RANGE 1445 TO 1766 *

WEIGHTED AVERAGE OF THE FLAT RATES 1961 TO 1961

* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1481 TO 1780 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7442	WATER METER REPAIR HELPER	31.4	442- 531	31.7	448- 539	1	31.4	442- 531
7353	WATER METER REPAIRER	38.2	605- 731	38.5	614- 742	6	38.2	605- 731
7462	UTILITY PLUMBER HELPER	38.2	605- 731	38.5	614- 742	23	38.2	605- 731
7463	UTILITY PLUMBER APPRENTICE	39.2	634- 766	39.5	644- 777	0	39.2	634- 766
7240	WATER METER SHOP SUPERVISOR I	40.2	664- 803	40.5	674- 814	1	40.2	664- 803
7449	SEWER SERVICE WORKER	41.0	691- 834	41.2	697- 842	11	41.0	691- 834
* 7347	PLUMBER	42.2	731- 882	42.5	742- 895	48	42.2	731- 882
7348	STEAMFITTER	42.2	731- 882	42.5	742- 895	19	42.2	731- 882
7360	PIPE WELDER	42.2	731- 882	42.5	742- 895	4	42.2	731- 882
7388	UTILITY PLUMBER	42.2	731- 882	42.5	742- 895	47	42.2	731- 882
7349	STEAMFITTER ASSISTANT SUPERVISOR	43.3	769- 929	43.6	781- 943	2	43.3	769- 929
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR	43.3	769- 929	43.6	781- 943	0	43.3	769- 929
7323	FIRE DEPARTMENT WATER SYSTEM ASSISTANT SUPERVISOR	44.2	803- 970	44.5	814- 984	1	44.2	803- 970
6236	BOILER INSPECTOR	44.6	818- 989	44.9	830-1003	2	44.6	818- 989
6242	PLUMBING INSPECTOR Z	44.6	818- 989	44.9	830-1003	17	44.6	818- 989
7213	PLUMBER SUPERVISOR I	44.6	818- 989	44.9	830-1003	4	44.6	818- 989
7250	UTILITY PLUMBER SUPERVISOR I	44.6	818- 989	44.9	830-1003	22	44.6	818- 989
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR	45.2	842-1018	45.5	854-1032	1	45.2	842-1018
7239	PLUMBER SUPERVISOR II	45.5	854-1032	45.8	866-1047	1	45.5	854-1032

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7248	STEAMFITTER SUPERVISOR II.....	45.5	854-1032	45.8	866-1047	1	45.5	854-1032
7284	UTILITY PLUMBER SUPERVISOR II.....	45.5	854-1032	45.8	866-1047	4	45.5	854-1032
6238	SENIOR BOILER INSPECTOR.....	45.6	858-1037	45.9	870-1052	0	45.6	858-1037
6244	CHIEF PLUMBING INSPECTOR..... Z	46.6	899-1088	46.9	912-1104	1	46.6	899-1088

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 216

EQUIPMENT OPERATOR AND RELATED

1978-79 SALARY SCHEDULE APPROX $1716 - $1855 - $1993 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	171	1716	1855	1993		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
PRIVATE BAY AREA	5431	1550	1652	1704	8,972,012											
STATE OF CALIFORNIA	2	1076	1128	1180	2,256	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 -	92	10-15-19-20
STATE OF CALIFORNIA	0	1126	1181	1235	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 -	92	10-15-19-20
U.S. GOVERNMENT	76	1312	1421	1529	107,996	40.0	9	YES	NO	13	NO	NO	7.6%	$ 25 -	60	13-18-26-26
U.S. GOVERNMENT	90	1368	1482	1596	133,380	40.0	9	YES	NO	13	NO	NO	7.6%	$ 25 -	60	13-18-26-26
ALAMEDA COUNTY	25	1465	1465	1465	36,625	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	50	1192	1253	1314	62,650	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
SAN MATEO COUNTY	8	1219	1372	1524	10,976	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
SAN MATEO COUNTY	2	1425	1425	1425	2,850	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
SAN MATEO COUNTY	1	1655	1655	1655	1,655	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
SAN MATEO COUNTY	1	1633	1633	1633	1,633	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52 -	94	13-16-21-22
CITY OF BERKELEY	2	1117	1161	1204	2,322	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31 -	93	10-15-20-25
CITY OF OAKLAND	15	1166	1227	1288	18,405	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF SAN MATEO	15	1032	1117	1202	16,755	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28 -	90	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	26	1496	1496	1496	38,896	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 -	87	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	5	1423	1423	1423	7,115	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 -	87	10-15-20-20
OAKLAND CITY SCHOOL DIST.	11	1375	1375	1375	15,125	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 -	95	10-15-25-25
U.C.MEDICAL CENTER S.F.	4	1305	1401	1497	5,604	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
U.C. BERKELEY	16	1246	1372	1497	21,952	40.0	11	YES	YES	12	YES	*	*	$ 38 -	92	15-15-21-24
LAWRENCE BERKELEY LAB	2	1335	1477	1619	2,954											

TOTALS ... 14	5711	.....	9,357,262
FLAT RATE TOTALS	71	.....	103,899
COMBINED TOTAL	5782		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1638 *

* RATE RANGE 1474 TO 1802 *

WEIGHTED AVERAGE OF THE FLAT RATES 1463 TO 1463

* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1474 TO 1798 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7312	CHAUFFEUR.....	27.6	372- 446	27.6	372- 446	1	27.6	372- 446
O 1	CHAUFFEUR, PASSENGER.....	31.3*	440- 529	31.3*	440- 529	3	31.3	440- 529
	*5% ADDITIONAL WHEN ACTING AS ASSISTANCE SGT-AT-ARMS AT BOARD OF SUPERVISORS' MEETINGS OR WHEN ASSIGNED TO THE MAYOR'S OFFICE.							
9334	DECKHAND, TUGS AND DREDGES.....	37.7	591- 714	37.7	591- 714	8	37.7	591- 714
9335	MARINE FIREMAN.....	37.7	591- 714	37.7	591- 714	1	37.7	591- 714
7328	OPERATING ENGINEER, UNIVERSAL		594- 934		594- 934	27		594- 934

	BI-WEEKLY	MONTHLY						
ASSISTANT TO ENGINEER (OILERS)...	594-717	1292-1559		37.8	594- 717		37.8	594- 717
COMPRESSOR.....	617-745	1342-1620		38.6	617- 745		38.6	617- 745
MATERIAL HOIST (ONE DRUM).....	668-807	1453-1755		40.3	668- 807		40.3	668- 807
ROLLER, SELF-PROPELLED COMPACTOR, SURFACE HEATERS,SCREEDMAN, SMALL RUBBER TIRED TRACTORS, PORTABLE CRUSHERS.....	691-834	1503-1814		41.0	691- 834		41.0	691- 834
MECHANICAL FINISHERS, SPREADER MACHINE (ASPHALT) SMALL TRACTOR WITH BOOM, ROLLER OPERATOR (FINISH ASPHALT).....	701-846	1525-1840		41.3	701- 846		41.3	701- 846
TRENCHING MACHINE, TRACTORS, DOZERS, SCRAPERS, SHEEP'S FOOT, COMPACTING EQUIPMENT, PUSHCARTS, LOADER (UP TO TWO YARDS).....	728-878	1583-1910		42.1	728- 878		42.1	728- 878
TRACTOR WITH BOOM (D-6 OR LARGER AND SIMILAR).....	742-895	1614-1947		42.5	742- 895		42.5	742- 895
CRANES (25 TONS OR UNDER), COMBINATION BACKHOE AND LOADER, LOADER (TWO YARDS UP TO AND INCLUDING FOUR YARDS).....	755-912	1642-1984		42.9	755- 912		42.9	755- 912
(POWER SHOVELS, CLAMSHELLS, DRAGLINES, BACKHOE AND GRAD-ALLS UP TO AND INCLUDING ONE YARD), POWER BLADE.....	762-920	1657-2001		43.1	762- 920		43.1	762- 920
CRANES (OVER 25 TONS), SHOVELS, CLAMSHELLS, DRAGLINES, BACKHOE AND GRAD-ALLS (OVER ONE YARD), LOADER (OVER FOUR YARDS).....	773-934	1681-2031		43.4	773- 934		43.4	773- 934

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7108	HEAVY EQUIPMENT OPERATIONS ASSISTANT SUPERVISOR.....	Z	38.4	611- 736	44.1	800- 966	1	44.1	800- 966
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	38.9	625- 755	38.9	625- 755	1	38.9	625- 755
9348	TRUCK CRANE OILER.....		39.1	631- 762	39.1	631- 762	0	39.1	631- 762
7424	DRYER-MIXER OPERATOR.....		40.3	668- 807	40.3	668- 807	3	40.3	668- 807
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR.....	Z	40.4	671- 810	45.1	838-1013	1	45.1	838-1013
9338	SUPERINTENDENT, TUGS AND DREDGES.....	Z	40.9	688- 830	40.9	688- 830	0	40.9	688- 830
9335.1	DREDGE LEVER OPERATOR.....		42.8	752- 908	42.8	752- 908	0	42.8	752- 908
9337	DIESEL TUGBOAT OPERATOR.....		42.8	752- 908	42.8	752- 908	1	42.8	752- 908
7221	ASPHALT PLANT SUPERVISOR I.....		43.3	769- 929	43.3	769- 929	1	43.3	769- 929
9331	PILEDRIVER ENGINE OPERATOR.....		43.3	769- 929	43.3	769- 929	3	43.3	769- 929
7282	STREET REPAIR SUPERVISOR II.....		43.4	773- 934	44.1	800- 966	3	44.1	800- 966
9336	HEAD DREDGE LEVER OPERATOR.....		43.7	785- 947	43.7	785- 947	2	43.7	785- 947
* 7355	TRUCK DRIVER.....			792- 920		792- 920	171		792- 920

	ENTRANCE	UPON COMPLETION OF SIX MONTHS	UPON COMPLETION OF 18 MONTHS					
LIGHT (UNDER 4 YARDS)	792 B/W	830 B/W	870 B/W		41.9	721- 870		41.9	721- 870
MEDIUM (4-12 YARDS)	834 B/W	874 B/W	916 B/W		43.0	758- 916		43.0	758- 916
HEAVY (OVER 12 YARDS)	838 B/W	878 B/W	920 B/W		43.1	762- 920		43.1	762- 920

5171	STREET REPAIR ASSISTANT SUPERINTENDENT.....	Z	44.4	810- 979	45.1	838-1013	1	45.1	838-1013
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	44.4	810- 979	45.6	858-1037	1	45.6	858-1037

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5172	STREET REPAIR SUPERINTENDENT.....	Z	48.0	961-1163	48.0	961-1163	1	48.0	961-1163

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 230

7364 POWERHOUSE OPERATOR

1978-79 SALARY SCHEDULE 36.6 APPROX $1218 - $1337 - $1467 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	1218	1337	1467		40.0	12	NO	NO	13	NO	YES	*	$ 37 -	37	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1478	1478	1478	5,912	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30 -	87	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES WATER AND POWER	73	1595	1595	1595	116,435	40.0	11	YES	YES	10	NO	NO	20.5%	$ 38 -	73	10-15-20-20

TOTALS ... 2	0	.....	
FLAT RATE TOTALS	77	.....	122,347
COMBINED TOTAL	77		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 0 *
* RATE RANGE 0 TO 0 *

WEIGHTED AVERAGE OF THE FLAT RATES 1589 TO 1589

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1589 TO 1589 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 7364 POWERHOUSE OPERATOR *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7408	ASSISTANT POWER HOUSE OPERATOR.....	31.9	451- 544	33.7	491- 591	8	33.4	485- 583
* 7364	POWERHOUSE OPERATOR.....	36.6	562- 677	38.4	611- 738	20	38.1	602- 728
7365	SENIOR POWERHOUSE OPERATOR.....	39.1	631- 762	40.9	688- 830	5	40.6	677- 818
7244	POWER PLANT SUPERVISOR I.....	40.4	671- 810	42.2	731- 882	3	41.9	721- 870
7128	POWER HOUSE SUPERINTENDENT..... Z	42.4	738- 891	44.2	803- 970	2	43.9	792- 956

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 38

7381 AUTOMOTIVE MECHANIC

1978-79 SALARY SCHEDULE

APPROX $1785 - $1785 - $1785 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE CONTR	MD. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	92	1785	1785	1785		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	403	1550	1896	1958	764,088											
PRIVATE BAY AREA	670	1615	1790	1880	1,199,300											
STATE OF CALIFORNIA	3	1180	1237	1294	3,711	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
U.S. GOVERNMENT	18	1368	1482	1596	26,676	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
U.S. GOVERNMENT	25	1427	1545	1663	38,625	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
U.S. GOVERNMENT	94	1484	1609	1733	151,246	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
ALAMEDA COUNTY	4	1489	1489	1489	5,956	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	14	1414	1487	1559	20,818	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	3	1058	1188	1318	3,564	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	4	1817	1817	1817	7,268	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SAN MATEO COUNTY	0	1389	1562	1735	0	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SAN MATEO COUNTY	3	1482	1482	1482	4,446	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	17	1205	1331	1456	22,627	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	10	1299	1348	1396	13,480	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	3	1341	1405	1469	4,215	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF FREMONT	2	1200	1330	1459	2,660	40.0	11	YES	YES	12	YES	NO	8.6%	$ 46	- 98	12-15-21-21
CITY OF HAYWARD	4	1227	1330	1432	5,320	40.0	12.5	YES	NO	12	YES	YES	10.3%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	12	1354	1426	1498	17,112	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF OAKLAND	13	1460	1538	1615	19,994	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	6	1322	1386	1449	8,316	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	28	1242	1367	1492	38,276	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	4	1167	1262	1357	5,048	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SANTA CLARA	4	1243	1412	1581	5,648	40.0	11.5	YES	YES	12	YES	YES	10.9%	$ 27	- 96	10-15-20-20
CITY OF SUNNYVALE	8	1273	1411	1549	11,288	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	10	1531	1531	1531	15,310	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 67	10-15-20-20
U.C.MEDICAL CENTER S.F.	0	1161	1249	1336	0	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	6	1305	1401	1497	8,406	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
A.C. TRANSIT	53	1590	1590	1590	84,270	40.0	10	YES	NO	12	YES	YES	13.2%	$ 88	- 91	10-15-20-25
A.C. TRANSIT	33	1608	1608	1608	53,064	40.0	10	YES	NO	12	YES	YES	13.2%	$ 88	- 91	10-15-20-25
BAY AREA RAPID TRANSIT	14	1872	1872	1872	26,208	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70	- 85	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	5	2001	2001	2001	10,005	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30
SAN MATEO TRANSIT	21	1183	1331	1479	27,951	40.0	8	YES	NO	*	YES	NO	7.3%	$ 27	-141	*
SAN MATEO TRANSIT	38	1477	1477	1477	56,126	40.0	8	YES	NO	*	YES	NO	7.3%	$ 27	-141	*

TOTALS ... 25	1368	.....	2,398,369
FLAT RATE TOTALS	164	.....	262,653
COMBINED TOTAL	1532		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1753 *
* RATE RANGE 1578 TO 1928 *

WEIGHTED AVERAGE OF THE FLAT RATES 1602 TO 1602

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1581 TO 1893 *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS **********
* 7381 AUTOMOTIVE MECHANIC *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I.....			12.60 HR		3	13.29 HR	
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		11.84HR	11.90 HR		9	12.55 HR	
7254	AUTOMOTIVE MACHINIST SUPERVISOR I		11.98HR	12.0125 HR		7	12.67 HR	
7264	AUTOMOTIVE BODY AND FENDER WORKER SUPERVISOR I.....		11.98HR	12.0125 HR		1	12.67 HR	
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		10.42HR	10.475 HR		17	11.05 HR	
7313	AUTOMOTIVE MACHINIST.....			10.475 HR		65	11.05 HR	
7315	AUTOMOTIVE MACHINIST ASSISTANT SUPERVISOR.....		11.46HR	11.50 HR		2	12.13 HR	
7322	AUTOMOTIVE BODY AND FENDER WORKER ASSISTANT SUPERVISOR..		11.46HR	11.50 HR		1	12.13 HR	
* 7381	AUTOMOTIVE MECHANIC.....		10.295HR	10.325 HR		92	10.89 HR	
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR.....		11.32HR	11.35 HR		2	11.97 HR	
7410	AUTOMOTIVE SERVICE WORKER.....	32.1	455- 549	33.3	482- 580	86	34.4	508- 611
7412	AUTOMOTIVE SERVICE WORKER ASSISTANT SUPERVISOR.....	34.1	500- 602	35.3	529- 638	4	36.4	557- 671
7387	UPHOLSTERER.....	36.5	560- 674	36.6	562- 677	2	37.7	591- 714
7409	ELECTRICAL TRANSIT SERVICE WORKER.....	37.7	591- 714	37.8	594- 717	25	38.9	625- 755
7104	MECHANICAL SHOP AND EQUIPMENT ASSISTANT SUPERINTENDENT..	37.8	594- 717	37.9	596- 721	0	39.0	628- 758
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.....	39.8	652- 788	39.9	655- 792	1	41.0	691- 834
7319	ELECTRIC MOTOR REPAIRER.....	40.7	681- 822	40.8	684- 826	7	41.9	721- 870
7379	ELECTRICAL TRANSIT MECHANIC.....	40.7	681- 822	40.8	684- 826	97	41.9	721- 870
7325	GENERAL UTILITY MECHANIC.....	42.2	731- 882	42.3	735- 887	8	43.4	773- 934

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7380	ELECTRICAL TRANSIT MECHANIC ASSISTANT SUPERVISOR.....		42.7	748- 903	42.8	752- 908	14	43.9	792- 956
7126	MECHANICAL SHOP AND EQUIPMENT SUPERINTENDENT.....		42.9	755- 912	45.8	866-1047	1	46.9	912-1104
7330	SENIOR GENERAL UTILITY MECHANIC.....		43.2	766- 925	43.3	769- 929	1	44.4	810- 979
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I.....		43.7	785- 947	43.8	788- 952	7	44.9	830-1003
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....		43.7	785- 947	43.8	788- 952	1	44.9	830-1003
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.....	Z	44.7	822- 994	44.8	826- 998	1	45.9	870-1052
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.....	Z	44.7	822- 994	44.8	826- 998	1	45.9	870-1052
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR.....	Z	44.7	822- 994	44.8	826- 998	1	45.9	870-1052
M270	SUPERINTENDENT, MACHINE SHOP AND EQUIPMENT, UTILITIES...	Z	45.3	846-1022	45.4	850-1027	0	46.5	895-1083
7136	WATER SHOPS AND EQUIPMENT SUPERINTENDENT.....	Z	46.5	895-1083	46.6	899-1088	1	47.7	947-1147

NUMBER OF CLASSES THIS BENCHMARK..... 29
NUMBER OF POSITIONS THIS BENCHMARK..... 457

1978-79 SALARY SCHEDULE 31.7 APPROX $971 - $1064 - $1168 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	971	1064	1168		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
SANTA CLARA COUNTY	2	1072	1183	1294	2,366	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	25	1271	1271	1271	31,775	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40	-187	10-15-20-20
CITY OF LOS ANGELES	5	987	1106	1225	5,530	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
LOS ANGELES WATER AND POWER	4	1433	1433	1433	5,732	40.0	11	YES	YES	10	NO	NO	20.5%	$ 36	- 73	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	7	938	1040	1141	7,280	40.0	13	YES	NO	12	YES	YES	9.7%	$ 29	- 69	10-15-20-20
TOTALS ... 5	14	.....			15,176											
FLAT RATE TOTALS	29	.....			37,507											
COMBINED TOTAL	43															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1084 *
* RATE RANGE 976 TO 1192 *

WEIGHTED AVERAGE OF THE FLAT RATES 1293 TO 1293

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1190 TO 1260 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

7384 TYPEWRITER REPAIRER

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7456	STREET SIGNAL REPAIRER.....	31.2	438- 526	32.9	473- 570	0	32.7	469- 565
* 7384	TYPEWRITER REPAIRER.....	31.7	448- 539	33.4	485- 583	4	33.2	480- 578
7444	PARKING METER REPAIRER.....	33.0	475- 572	34.7	514- 620	19	34.5	510- 614
7383	SEWING MACHINE REPAIRER.....	33.5	487- 586	35.2	526- 634	1	35.0	521- 628
7385	SENIOR TYPEWRITER REPAIRER.....	33.5	487- 586	35.2	526- 634	1	35.0	521- 628
7457	TRAFFIC AND STREET SIGN MAINTENANCE WORKER.....	33.7	491- 591	35.4	531- 641	4	35.2	526- 634
9339	PARKING METER REPAIRER, PORT.....	34.0	498- 599	35.7	539- 650	1	35.5	534- 644
7243	PARKING METER REPAIRER SUPERVISOR I.....	35.5	534- 644	37.2	578- 697	1	37.0	572- 691

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 31

1978-79 SALARY SCHEDULE 34.2 APPROX $1090 - $1196 - $1311 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	277	1090	1196	1311		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
PRIVATE BAY AREA	319	1212	1311	1351	418,209											
STATE OF CALIFORNIA	3	941	986	1030	2,958	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 98	10-15-19-20
U.S. GOVERNMENT	54	1020	1104	1188	59,616	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
U.S. GOVERNMENT	147	1077	1167	1256	171,549	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25	- 60	13-18-26-26
ALAMEDA COUNTY	48	1151	1201	1251	57,648	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-16-20-20
CONTRA COSTA COUNTY	30	1036	1089	1142	32,670	40.0	12	YES	NO	12	YES	YES	*	$ 53	-119	15-15-20-25
MARIN COUNTY	22	984	1090	1196	23,980	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	16	1071	1206	1340	19,296	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	61	977	1078	1178	65,758	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
SANTA CLARA COUNTY	1	891	982	1072	982	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	14	1039	1078	1117	15,092	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF CONCORD	37	938	1029	1120	38,073	40.0	11	YES	YES	12	YES	YES	9.1%	$ 29	-142	10-12-17-20
CITY OF HAYWARD	29	990	1070	1150	31,030	40.0	12.5	YES	NO	12	YES	YES	10.1%	$ 29	-126	10-15-16-20
CITY OF OAKLAND	87	1042	1098	1154	95,526	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	7	1047	1090	1133	7,630	37.5	12.5	YES	YES	12	YES	NO	12.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	73	910	1000	1090	73,000	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	9	983	1064	1145	9,576	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
CITY OF SUNNYVALE	24	993	1101	1209	26,424	40.0	12	YES	YES	*	YES	NO	16.1%	$ 49	- 79	16-16-21-21
EAST BAY MUNI. UTIL. DIST.	39	1301	1301	1301	50,739	40.0	12	YES	YES	13	YES	YES	17.9%	$ 30	- 87	10-15-20-20
U.C.MEDICAL CENTER S.F.	6	969	1065	1161	6,390	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
U.C. BERKELEY	33	969	1065	1161	35,145	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
LAWRENCE BERKELEY LAB	6	955	1110	1265	6,660											
S.F. HOUSING AUTHORITY	25	1400	1400	1400	35,000											
GOLDEN GATE BRIDGE DISTRICT	11	1557	1557	1557	17,127	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30

TOTALS ... 22	1026	.....	1,197,212
FLAT RATE TOTALS	75	.....	102,866
COMBINED TOTAL	1101		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1167 *
* RATE RANGE 1050 TO 1284 *

WEICHTED AVERAGE OF THE FLAT RATES 1372 TO 1372

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1072 TO 1290 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7560	FIELD CONSERVATION AIDE	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9940	PUBLIC WORKS AIDE	3.25 HR		3.25 HR		0	3.25 HR	
9941	PUBLIC WORKS AIDE LEADER	7.14 HR		7.14 HR		0	7.14 HR	
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9952	YOUTH SUMMER AIDE	2.68 HR		2.68 HR		0	2.68 HR	
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9954	YOUTH SUMMER AIDE LEADER	6.83 HR		6.83 HR		0	6.83 HR	
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
3460	AGRICULTURAL INSTRUCTOR	30.9	432- 519	30.9	432- 519	0	30.9	432- 519
3402	FARMER	32.2	458- 552	32.2	458- 552	3	32.2	458- 552
7530	STREET CLEANER	32.2	458- 552	32.2	458- 552	107	32.2	458- 552
3410	ASSISTANT GARDENER	34.2	503- 605	34.2	503- 605	148	34.2	503- 605
7327	GRANITE CUTTER	34.2	503- 605	34.2	503- 605	2	34.2	503- 605
* 7514	GENERAL LABORER	34.2	503- 605	34.2	503- 605	277	34.2	503- 605
7502	ASPHALT WORKER	34.4	508- 611	34.4	508- 611	18	34.4	508- 611
3404	JAIL FARM SUPERVISOR	34.7	514- 620	34.7	514- 620	1	34.7	514- 620
7404	ASPHALT FINISHER	34.9	519- 625	35.9	544- 655	15	35.9	544- 655
7540	TRACK MAINTENANCE WORKER	35.2	526- 634	35.2	526- 634	21	35.2	526- 634
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	36.1	549- 661	36.1	549- 661	2	36.1	549- 661

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3416	GARDENER	36.2	552- 664	36.2	552- 664	226	36.2	552- 664
7215	GENERAL LABORER SUPERVISOR I	36.2	552- 664	36.2	552- 664	26	36.2	552- 664
7458	SWITCH REPAIRER	36.2	552- 664	36.2	552- 664	4	36.2	552- 664
7562	FIELD CONSERVATION LEADER	36.2	552- 664	36.2	552- 664	0	36.2	552- 664
7370	RIGGER	36.4	557- 671	36.4	557- 671	0	36.4	557- 671
7422	CRIBBER	36.5	560- 674	36.5	560- 674	18	36.5	560- 674
7448	SEWER CLEANER	36.5	560- 674	36.5	560- 674	6	36.5	560- 674
3424	INSECTICIDE SPRAY OPERATOR	36.7	565- 681	36.7	565- 681	1	38.2	605- 731
7220	ASPHALT FINISHER SUPERVISOR I	36.8	567- 684	37.8	594- 717	6	37.8	594- 717
7428	HODCARRIER	37.3	580- 701	37.3	580- 701	9	37.3	580- 701
7566	FIELD CONSERVATION SUPERINTENDENT	37.9	596- 721	37.9	596- 721	0	37.9	596- 721
3434	TREE TOPPER	38.2	605- 731	38.2	605- 731	6	38.2	605- 731
7423	CRIBBER ASSISTANT SUPERVISOR	38.3	608- 735	38.3	608- 735	15	38.3	608- 735
7311	CEMENT MASON	39.0	628- 758	39.0	628- 758	20	39.0	628- 758
3418	GARDENER ASSISTANT SUPERVISOR	39.2	634- 766	39.2	634- 766	28	39.2	634- 766
3419	MUNICIPAL STADIUM GROUNDKEEPER	39.2	634- 766	39.2	634- 766	2	39.2	634- 766
3428	NURSERY SPECIALIST	39.2	634- 766	39.2	634- 766	8	39.2	634- 766
3474	SCHOOL GROUNDS SUPERVISOR	39.4	641- 773	39.4	641- 773	1	39.4	641- 773
7283	TRACK MAINTENANCE SUPERINTENDENT MUNICIPAL RAILWAY	39.4	641- 773	39.4	641- 773	1	39.4	641- 773

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7361	PLASTERER		39.5	644- 777	39.5	644- 777	1	39.5	644- 777
7227	CEMENT MASON SUPERVISOR I		40.0	658- 796	40.0	658- 796	0	40.0	658- 796
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		40.0	658- 796	40.0	658- 796	7	40.0	658- 796
7564	FIELD CONSERVATION SUPERVISOR II		40.0	658- 796	40.0	658- 796	0	40.0	658- 796
3422	PARK SECTION SUPERVISOR		40.2	664- 803	40.2	664- 803	24	40.2	664- 803
3432	ASSISTANT DIRECTOR, ARBORETEM	Z	41.2	697- 842	41.2	697- 842	1	41.2	697- 842
3462	ASSISTANT DIRECTOR, GOLF COURSE MAINTENANCE	Z	41.2	697- 842	41.2	697- 842	1	41.2	697- 842
7307	BRICKLAYER		41.6	710- 858	43.2	766- 925	5	43.2	766- 925
3436	TREE TOPPER SUPERVISOR I		41.7	714- 862	41.7	714- 862	1	41.7	714- 862
3430	CHIEF NURSERY SPECIALIST	Z	42.2	731- 882	42.2	731- 882	2	42.2	731- 882
3464	AREA SUPERVISOR, PARKS SQUARES AND FACILITIES	Z	42.2	731- 882	42.2	731- 882	4	42.2	731- 882
7211	CEMENT MASON SUPERVISOR II		43.0	758- 916	43.0	758- 916	1	43.0	758- 916
7246	SEWER REPAIR SUPERVISOR II		43.9	792- 956	45.9	870-1052	3	45.9	870-1052
7281	STREET CLEANING SUPERVISOR II		43.9	792- 956	44.1	800- 966	6	44.1	800- 966
3130	ARBORETUM DIRECTOR	Z	44.2	803- 970	44.2	803- 970	1	44.2	803- 970
3440	LANDSCAPING AND STREET PLANTING SUPERVISOR		44.5	814- 984	44.5	814- 984	1	44.5	814- 984
5173	STREET CLEANING AND PLANTING ASSISTANT SUPERINTENDENT	Z	44.5	814- 984	45.1	838-1013	1	45.1	838-1013
3466	ASSISTANT SUPERINTENDENT, PARKS SQUARES AND FACILITIES	Z	45.3	846-1022	45.3	846-1022	2	45.3	846-1022
7280	SEWER REPAIR ASSISTANT SUPERINTENDENT	Z	47.0	916-1109	48.0	961-1163	2	48.0	961-1163

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5170	STREET CLEANING AND PLANTING SUPERINTENDENT..... Z	48.0	961-1163	48.0	961-1163	1	48.0	961-1163
3350	PARKS SUPERINTENDENT..... Z	50.7	1093-1323	50.7	1093-1323	1	50.7	1093-1323

NUMBER OF CLASSES THIS BENCHMARK..... 59
NUMBER OF POSITIONS THIS BENCHMARK..... 1036

1978-79 SALARY SCHEDULE 39.8 APPROX $1413 - $1554 - $1708 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DENTAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1413	1554	1708		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	0	1418	1563	1708	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	36	1486	1671	1856	60,156	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	8	1449	1605	1761	12,840	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-30
MARIN COUNTY	3	1384	1534	1683	4,602	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	6	1527	1718	1909	10,308	40.0	11	YES	YES	12	YES	YES	8.0%	$ 52	- 94	13-16-21-28
SANTA CLARA COUNTY	32	1418	1572	1726	50,304	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
TOTALS ... 6	85	.....			138,210											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1626 *

* RATE RANGE 1463 TO 1789 *

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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8146 DISTRICT ATTORNEY'S INVESTIGATOR *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	33.6	489- 589	34.4	508- 611	22	34.5	510- 614
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNICIPAL RAILWAY.....	Z	36.2	552- 664	37.0	572- 691	1	37.1	575- 694
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	36.2	552- 664	37.0	572- 691	5	37.1	575- 694
8150	DOMESTIC RELATIONS INVESTIGATOR.....	Z	36.2	552- 664	37.0	572- 691	1	37.1	575- 694
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	36.7	565- 681	37.5	586- 707	20	37.6	589- 710
8152	SENIOR DOMESTIC RELATIONS INVESTIGATOR.....	Z	38.7	620- 748	39.5	644- 777	1	39.6	647- 781
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	39.8	652- 788	40.6	677- 818	3	40.7	681- 822
* 8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	39.8	652- 788	40.6	677- 818	17	40.7	681- 822
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	40.3	668- 807	41.1	694- 838	9	41.2	697- 842
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR.....		41.5	707- 854	42.3	735- 887	1	42.4	738- 891
8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY'S OFFICE.....	Z	41.5	707- 854	42.3	735- 887	7	42.4	738- 891
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR.....	Z	42.7	748- 903	43.5	777- 938	3	43.6	781- 943
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	42.8	752- 908	43.6	781- 943	1	43.7	785- 947
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU.....	Z	43.3	769- 929	44.1	800- 966	2	44.2	803- 970
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR.....	Z	45.6	858-1037	46.4	891-1078	1	46.5	895-1083
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	46.1	878-1062	46.9	912-1104	1	47.0	916-1109
8144	PSYCHIATRIC INVESTIGATOR, DISTRICT ATTORNEY'S OFFICE....	Z	46.3	887-1073	47.1	920-1114	1	47.2	925-1120
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	46.3	887-1073	47.1	920-1114	1	47.2	925-1120
8141	CLAIMS ADJUSTER, RETIREMENT SYSTEM.....			964- 964		1003-1003	0		1008-1008

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 97

8176 TRIAL ATTORNEY CIVIL & CRIMINAL

1978-79 SALARY SCHEDULE 44.4 APPROX $1755 - $1931 - $2121 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	1755	1931	2121		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	16	2012	2222	2431	35,552	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
CONTRA COSTA COUNTY	3	1745	1933	2121	5,799	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
CONTRA COSTA COUNTY	4	1745	1933	2121	7,732	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	5	1653	1781	1909	8,905	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	13	1863	2097	2330	27,261	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	46	1866	2066	2266	95,036	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
SANTA CLARA COUNTY	3	1866	2066	2266	6,198	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF BERKELEY	1	2051	2265	2479	2,265	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
TOTALS ... 6	91			.....	188,748											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2074          *
*                          R A T E   R A N G E    1867  TO  2281      *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY, CIVIL AND CRIMINAL *

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8196	PUBLIC DEFENDER	Z		46495YR	49,982YR		1	49,732YR	
8197	CITY ATTORNEY	Z		49734YR	53,464YR		1	53,197YR	
8198	DISTRICT ATTORNEY	Z		49734YR	53,464YR		1	53,197YR	
8174	ATTORNEY-CIVIL AND CRIMINAL	Z	40.9	688- 830	42.4	738- 891	7	42.3	735- 887
* 8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL	Z	44.4	810- 979	45.9	870-1052	32	45.8	866-1047
8190	ATTORNEY, TAX COLLECTOR	Z	47.4	934-1131	48.9	1003-1214	1	48.8	998-1208
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL	Z	47.9	956-1158	49.4	1027-1243	38	49.3	1022-1237
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR	Z	50.1	1062-1285	51.6	1141-1381	1	51.5	1136-1375
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	51.9	1158-1401	53.4	1243-1506	66	53.3	1237-1499
8192	CONTROLLER'S LEGAL COUNSEL	Z	51.9	1158-1401	53.4	1243-1506	1	53.3	1237-1499
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL	Z	53.4	1243-1506	54.9	1336-1618	18	54.8	1329-1611
8181	ASSISTANT CHIEF ATTORNEY I	Z	53.9	1273-1543	55.4	1368-1658	11	55.3	1362-1650
8183	ASSISTANT CHIEF ATTORNEY II	Z	54.4	1304-1580	55.9	1401-1698	3	55.8	1394-1690
8185	DIRECTOR, FAMILY SUPPORT BUREAU	Z	55.0	1342-1626	55.8	1394-1690	1	55.9	1401-1698
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)	Z	55.4	1368-1658	56.9	1470-1782	1	56.8	1463-1773
8184	CHIEF ATTORNEY II	Z	56.6	1450-1756	58.1	1558-1890	3	58.0	1680-1881

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 186

1978-79 SALARY SCHEDULE 33.3 APPROX $1044 - $1146 - $1257 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	28	1044	1146	1257		40.0	12	NO	NO	13	NO	YES	*	$ 37 - 37		10-15-18-20
STATE OF CALIFORNIA	44	1152	1269	1385	55,836	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38 - 92		10-15-19-20
ALAMEDA COUNTY	16	886	970	1053	15,520	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52 -127		10-16-20-20
SANTA CLARA COUNTY	13	912	1005	1098	13,065	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65 - 98		11-17-23-23
OAKLAND CITY SCHOOL DIST.	10	1058	1171	1284	11,710	37.5	14	YES	YES	12	YES	YES	8.0%	$ 33 - 95		10-15-20-25
U.C.MEDICAL CENTER S.F.	15	1275	1404	1533	21,060	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
U.C. BERKELEY	39	1275	1404	1533	54,756	40.0	11	YES	YES	12	YES	*	*	$ 38 - 92		15-15-21-24
TOTALS ... 6	137				171,947											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1255        *
*                        R A T E   R A N G E    1130  TO  1381      *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICEMAN *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
3232	MARINA ASSISTANT MANAGER	28.8	393- 471	32.8	471- 567	4	33.0	475- 572
8207	BUILDING AND GROUNDS PATROLMAN	31.1	436- 524	32.8	471- 567	28	33.0	475- 572
8208	PARK PATROLMAN	31.1	436- 524	32.8	471- 567	15	33.0	475- 572
* 8204	INSTITUTION POLICEMAN	33.3	482- 580	35.0	521- 628	28	35.2	526- 634
8210	HEAD PARK PATROL OFFICER	33.3	482- 580	35.0	521- 628	1	35.2	526- 634
3234	MARINA MANAGER	33.8	494- 594	37.8	594- 717	1	38.0	599- 724
9350	HARBOR POLICEMAN	34.0	498- 599	37.0	572- 691	8	37.2	578- 697
8205	INSTITUTION POLICE SERGEANT	35.5	534- 644	37.2	578- 697	4	37.4	583- 704
9210	AIRPORT POLICEMAN	35.7	539- 650	37.4	583- 704	132	37.6	589- 710
8209	INSTITUTIONAL POLICE LIEUTENANT Z	35.9	544- 655	39.2	634- 766	1	39.4	641- 773
9351	HARBOR POLICE SERGEANT	36.8	567- 684	36.9	570- 688	0	37.1	575- 694
8206	INSTITUTION POLICE CAPTAIN	37.5	586- 707	41.2	697- 842	2	41.4	704- 850
9211	AIRPORT POLICE SERGEANT	37.7	591- 714	39.9	655- 792	13	40.1	661- 800
9352	HARBOR POLICE CAPTAIN Z	39.8	652- 788	39.9	655- 792	0	40.1	661- 800
9215	AIRPORT POLICE LIEUTENANT	41.5	707- 854	43.2	766- 925	5	43.4	773- 934
9218	CHIEF, BUREAU OF AIRPORT SECURITY Z		1209-1209		1312-1312	0		1325-1325

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 242

1978-79 SALARY SCHEDULE 30.3 APPROX $910 - $997 - $1094 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	148	910	997	1094		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
MARIN COUNTY	2	666	738	809	1,476	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
CITY OF BERKELEY	11	985	1021	1056	11,231	40.0	13	YES	NO	12	YES	YES	13.4%	$ 31	- 93	10-15-20-25
CITY OF OAKLAND	17	926	976	1025	16,592	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
CITY OF RICHMOND	0	949	1033	1117	0	37.5	12.5	YES	YES	12	YES	NO	18.7%	$ 26	-109	10-15-20-25
CITY OF SAN JOSE	9	854	939	1024	8,451	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 81	10-15-20-20
CITY OF SAN MATEO	4	903	971	1038	3,884	40.0	12	YES	YES	12	YES	YES	9.6%	$ 28	- 90	10-15-20-20
U.C. BERKELEY	14	813	891	969	12,474	40.0	11	YES	YES	12	YES	*	*	$ 38	- 92	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
CITY OF LOS ANGELES	239	994	1116	1237	266,724	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
CITY OF SAN DIEGO	13	800	880	960	11,440											
TOTALS ... 9	309	.....			332,272											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1075  *
*                        R A T E   R A N G E     968 TO 1183  *
*                                                             *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8214 PARKING CONTROL OFFICER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8274	POLICE CADET.....		348- 348		368- 368	0		374- 374
7454	TRAFFIC SIGNAL OPERATOR.....	27.3	367- 440	28.6	390- 467	10	28.9	394- 473
* 8214	PARKING CONTROL OFFICER.....	30.3	420- 505	31.6	446- 536	148	31.9	451- 544
8215	TRAFFIC CONTROL OFFICER.....	31.3	440- 529	32.6	467- 562	19	32.9	473- 570
8213	PLOICE SERVICES AIDE.....	35.3	529- 638	35.3	529- 638	33	35.6	536- 647

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 210

1978-79 SALARY SCHEDULE 28.9 APPROX $854 - $936 - $1025 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	33	854	936	1025		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	14	826	907	987	12,698	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
CITY OF OAKLAND	21	969	1022	1075	21,462	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	60	900	1011	1121	60,660	40.0	12	YES	NO	12	YES	YES	12.3%	$ 40	-107	10-15-20-20
TOTALS ... 3	95	.....			94,820											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          998       *
*                        R A T E   R A N G E     898 TO 1098        *
*                                                                   *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8226 MUSEUM GUARD *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
7542	WATERSHED WORKER (SEASONAL AS NEEDED).....		4.04 HR	4.34 HR		0	4.32 HR	
8201	SCHOOL CROSSING GUARD.....		3.43 HR	3.68 HR		0	3.66 HR	
9901	POLICE OFFICER SPECIALIST YOUTH PROGRAM.....	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
9980	FIRE SAFETY TECHNICIAN.....		3.98 HR	4.27 HR		0	4.25 HR	
8216	STAGE DOOR ATTENDANT.....	24.2	319- 383	25.7	341- 409	2	25.6	340- 408
7426	ELEVATOR OPERATOR..... *$6.50 ADDITIONAL WHEN REQUIRED TO WEAR UNIFORMS.	24.7*	326- 391	26.2*	349- 418	11	26.1	348- 416
9333	MARINE PATROL OFFICER.....	24.7	326- 391	26.2	349- 418	4	26.1	348- 416
8202	SECURITY GUARD.....	25.7	341- 409	27.2	365- 438	23	27.1	364- 436
7301	ARMORED TRUCK OPERATOR.....	27.2	365- 438	28.7	391- 469	3	28.6	390- 467
8222	ARMORED TRUCK GUARD.....	27.7	374- 448	29.2	400- 480	0	29.1	398- 477
8272	CAMPUS CONTROL AIDE II.....	27.7	374- 448	29.2	400- 480	5	29.1	398- 477
* 8226	MUSEUM GUARD.....	28.9	394- 473	30.4	422- 508	33	30.3	420- 505
8220	SERGEANT-AT-ARMS..... Z	29.2	400- 480	30.7	428- 514	1	30.6	426- 512
8203	SCHOOL PATROL AIDE.....	30.7	428- 514	32.2	458- 552	1	32.1	455- 549
8228	SENIOR MUSEUM GUARD.....	31.4	442- 531	32.9	473- 570	2	32.8	471- 567
7470	WATERSHED KEEPER.....	31.6	446- 536	33.1	477- 575	22	33.0	475- 572
7270	WATERSHED KEEPER SUPERVISOR.....	32.9	473- 570	34.4	508- 611	3	34.3	505- 608
8230	CHIEF MUSEUM GUARD.....	33.4	485- 583	34.9	519- 625	1	34.8	517- 622

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8226 MUSEUM GUARD * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8231	MUSEUM SERVICES CO-ORDINATOR.....	Z	39.4	641- 773	40.9	688- 830	1	40.8	684- 826
9174	SECURITY CHIEF, MUNICIPAL TRANSPORTATION.....	Z	40.3	668- 807	41.8	717- 866	1	41.7	714- 862

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 113

8238 POLICE COMMUNICATIONS DISPATCHER

1978-79 SALARY SCHEDULE 31.8 APPROX $973 - $1070 - $1172 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	70	973	1070	1172		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
ALAMEDA COUNTY	34	942	1036	1129	35,224	37.5	13	NO	NO	13	YES	YES	9.9%	$ 50	-127	10-15-20-20
CONTRA COSTA COUNTY	28	969	1074	1178	30,072	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	9	1033	1145	1256	10,305	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-25-30
SANTA CLARA COUNTY	50	1052	1161	1270	58,050	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-25
CITY OF OAKLAND	49	1084	1141	1197	55,909	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
TOTALS ... 5	170	.....			189,560											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1115  *
*                          R A T E   R A N G E   1004 TO 1227 *
*                                                           *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8238 POLICE COMMUNICATIONS DISPATCHER *
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CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9202	AIRPORT COMMUNICATIONS OPERATOR.....	27.8	375- 449	30.5	424- 510	13	29.6	408- 489
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.....	29.8	411- 494	32.5	465- 560	5	31.6	446- 536
* 8238	POLICE COMMUNICATIONS DISPATCHER.....	31.8	449- 541	33.5	487- 586	70	32.6	467- 562
8234	FIRE ALARM DISPATCHER.....	34.9	519- 625	36.6	562- 677	3	35.7	539- 650
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	35.5	534- 644	38.2	605- 731	1	37.3	580- 701
8236	CHIEF FIRE ALARM DISPATCHER.....	38.4	611- 738	40.1	661- 800	1	39.2	634- 766

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 93

1978-79 SALARY SCHEDULE 40.3 APPROX $1448 - $1593 - $1749 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1448	1593	1749		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
ALAMEDA COUNTY	4	1651	1818	1985	7,272	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	6	1729	1916	2102	11,496	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
CONTRA COSTA COUNTY	1	1371	1519	1667	1,519	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
SAN MATEO COUNTY	3	1695	1907	2118	5,721	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	0	1357	1499	1640	0	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
SANTA CLARA COUNTY	2	1563	1728	1892	3,456	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
CITY OF OAKLAND	2	1877	1977	2077	3,954	37.5	12	NO	NO	12	YES	NO	14.4%	$ 29	-114	10-15-18-20
TOTALS ... 5	18	.....			33,418											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1857  *
*                          R A T E   R A N G E   1671 TO 2043 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

8260 ASSISTANT CRIMINALIST

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8249	FINGERPRINT TECHNICIAN I.....	30.0	414- 498	33.6	489- 589	0	33.2	480- 578
8250	FINGERPRINT TECHNICIAN II.....	31.5	444- 534	35.1	524- 631	28	34.7	514- 620
8251	FINGERPRINT TECHNICIAN III.....	33.0	475- 572	36.6	562- 677	7	36.2	552- 664
* 8260	ASSISTANT CRIMINALIST..... Z	40.3	668- 807	43.9	792- 956	8	43.5	777- 938
8262	CRIMINALIST..... Z	45.3	846-1022	48.9	1003-1214	2	48.5	984-1191

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 45

6304 DEPUTY SHERIFF

1978-79 SALARY SCHEDULE 35.3 APPROX $1146 - $1257 - $1383 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	203	1146	1257	1383		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	397	1206	1296	1385	514,512	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	223	1281	1418	1554	316,214	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	95	1314	1456	1597	138,320	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	28	1055	1168	1281	32,704	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	51	1233	1387	1541	70,737	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	157	1255	1390	1525	218,230	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
TOTALS ... 6	951				1,290,717											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1357

RATE RANGE 1221 TO 1493

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8350	SHERIFF..... Z		36510YR	39.613	YR	1	39,217	YR
8301	SHERIFF'S PROPERTY KEEPER.....	30.0	414- 498	31.7	448- 539	1	31.5	444- 534
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....	31.0	434- 521	32.7	469- 565	2	32.5	465- 560
8217	STATION OFFICER.....	35.3	529- 638	37.0	572- 691	32	36.8	567- 684
8302	POLICE MATRON.....	35.3	529- 638	37.0	572- 691	1	36.8	567- 684
* 8304	DEPUTY SHERIFF.....	35.3	529- 638	37.0	572- 691	203	36.8	567- 684
8306	SENIOR DEPUTY SHERIFF.....	37.4	583- 704	39.1	631- 762	82	38.9	625- 755
8308	SHERIFF'S SERGEANT.....	38.9	625- 755	40.6	677- 818	27	40.4	671- 810
8124	ASSISTANT CHIEF DEPUTY SHERIFF (CIVIL).....	41.0	691- 834	42.7	748- 903	1	42.5	742- 895
8310	SHERIFF'S LIEUTENANT.....	41.0	691- 834	42.7	748- 903	14	42.5	742- 895
8312	SHERIFF'S CAPTAIN.....	43.1	762- 920	44.8	826- 998	2	44.6	818- 989
8314	CHIEF DEPUTY SHERIFF, JAIL..... Z	45.1	838-1013	46.8	908-1099	2	46.6	899-1088
8348	UNDERSHERIFF..... Z	48.3	975-1180	50.0	1057-1279	1	49.8	1047-1267

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 369

1978-79 SALARY SCHEDULE 33.2 APPROX $1040 - $1140 - $1263 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5	15-MAX
CITY & COUNTY SAN FRANCISCO	49	1040	1140	1263		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10	-15-20-20
STATE OF CALIFORNIA	2	1263	1391	1519	2,782	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10	-15-19-20
ALAMEDA COUNTY	66	1069	1184	1298	78,144	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10	-15-20-20
CONTRA COSTA COUNTY	7	1033	1144	1255	8,008	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15	-15-20-35
MARIN COUNTY	6	1017	1127	1237	6,762	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10	-15-20-30
MARIN COUNTY	9	1265	1403	1540	12,627	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10	-15-20-30
SAN MATEO COUNTY	29	1198	1348	1498	39,092	40.0	11	YES	YES	12	YES	YES	8.0%	$ 52	- 94	13	-16-21-22
SANTA CLARA COUNTY	29	1128	1250	1371	36,250	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11	-17-21-23
SANTA CLARA COUNTY	40	1023	1133	1243	45,320	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11	-17-21-23
TOTALS ... 6	188	.....			228,985												

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1218  *
*                          R A T E   R A N G E   1096 TO 1340 *
*                                                           *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8316	ASSISTANT COUNSELOR.....	27.9	377- 451	29.7	409- 491	22	29.2	400- 480
2960	REHABILITATION CENTER WORK SUPERVISOR.....	31.9	451- 544	33.7	491- 591	0	33.2	480- 578
2962	REHABILITATION CENTER ASSISTANT MANAGER..... Z	33.2	480- 578	35.0	521- 628	0	34.5	510- 614
* 8320	COUNSELOR-JUVENILE HALL..... Z *PREMIUM PAY OF 7 1/2% ADDITIONAL WARRANTED WHEN ASSIGNED TO LONG TERM COUNSELING ROLE.	33.2*	480- 578	35.0*	521- 628	49	34.5*	510- 614
8318	COUNSELOR II..... Z *PREMIUM PAY OF 7 1/2% ADDITIONAL WARRANTED WHEN ASSIGNED TO LONG TERM COUNSELING ROLE.	34.7*	514- 620	36.5*	560- 674	10	36.0*	546- 658
8321	COUNSELOR-BOYS' RANCH SCHOOL..... Z	34.7	514- 620	36.5	560- 674	9	36.0	546- 658
8322	SENIOR COUNSELOR-JUVENILE HALL..... Z	36.5	560- 674	38.3	608- 735	8	37.8	594- 717
2964	REHABILITATION CENTER MANAGER..... Z	36.7	565- 681	38.5	614- 742	0	38.0	599- 724
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL..... Z	37.5	586- 707	39.3	638- 769	1	38.8	622- 752
8324	SUPERVISING COUNSELOR, (JUVENILE COURT)..... Z	39.5	644- 777	41.3	701- 846	4	40.8	684- 826
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL..... Z	41.2	697- 842	43.0	758- 916	1	42.5	742- 895
8340	ASSISTANT DIRECTOR, JUVENILE HALL..... Z	41.2	697- 842	43.0	758- 916	1	42.5	742- 895
8330	DIRECTOR, BOYS' RANCH SCHOOL..... Z	43.4	773- 934	45.2	842-1018	1	44.7	822- 994
8342	DIRECTOR, JUVENILE HALL..... Z	45.4	850-1027	47.2	925-1120	0	46.7	903-1093
8344	DIRECTOR OF INSTITUTION, JUVENILE COURT..... Z	46.4	891-1078	48.2	970-1174	1	47.7	947-1147

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 107

8440 PROBATION OFFICER

1978-79 SALARY SCHEDULE 37.2 APPROX $1253 - $1374 - $1510 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	99	1253	1374	1510		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
STATE OF CALIFORNIA	36	1485	1638	1790	58,968	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
STATE OF CALIFORNIA	75	1485	1638	1790	122,850	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38	- 92	10-15-19-20
ALAMEDA COUNTY	183	1283	1423	1562	260,409	37.5	13	NO	NO	13	YES	YES	9.9%	$ 52	-127	10-15-20-20
CONTRA COSTA COUNTY	28	1290	1429	1568	40,012	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
MARIN COUNTY	33	1265	1403	1540	46,299	40.0	11	YES	YES	12	YES	NO	15.6%	$ 33	- 63	10-15-20-30
SAN MATEO COUNTY	5	1404	1579	1754	7,895	40.0	11	YES	YES	12	YES	YES	8.2%	$ 52	- 94	13-16-21-22
SANTA CLARA COUNTY	64	1244	1378	1511	88,192	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
TOTALS ... 6	424	.....			624,625											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1473 *

* RATE RANGE 1326 TO 1620 *

* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 8440 PROBATION OFFICER *
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CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8194	DEPUTY DIRECTOR, MAYOR'S CRIMINAL JUSTICE COUNCIL.....	Z		26922YR	29,345YR		0	28,758YR	
8195	EXECUTIVE DIRECTOR, MAYOR'S CRIMINAL JUSTICE COUNCIL....	Z		32653YR	35,592YR		1	34,880YR	
8402	PROBATION OFFICER TRAINEE.....	Z		418- 418	28.0	379- 453	0	27.6	372- 446
8401	PROBATION ASSISTANT.....		32.7	469- 565	34.5	510- 614	0	34.1	500- 602
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	34.4	508- 611	36.2	552- 664	2	35.8	541- 652
8464	ASSISTANT SECRETARY, COUNTY PAROLE COMMISSION.....		34.4	508- 611	36.2	552- 664	1	35.8	541- 652
* 8440	PROBATION OFFICER.....	Z	37.2	578- 697	39.0	628- 758	97	38.6	617- 745
8419	PRISONER SERVICES COUNSELOR.....	Z	37.7	591- 714	39.5	644- 777	0	39.1	631- 762
8420	REHABILITATION SERVICES COORDINATOR.....	Z	37.7	591- 714	41.5	707- 854	2	41.1	694- 838
8442	SENIOR PROBATION OFFICER.....	Z	39.2	634- 766	41.0	691- 834	55	40.6	677- 818
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	40.8	684- 826	42.6	745- 899	1	42.2	731- 882
8414	SUPERVISING PROBATION OFFICER, JUVENILE COURT.....	Z	41.2	697- 842	43.0	758- 916	11	42.6	745- 899
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	41.2	697- 842	43.0	758- 916	8	42.6	745- 899
8415	SENIOR SUPERVISING PROBATION OFFICER, JUVENILE COURT....	Z	42.2	731- 882	44.0	796- 961	3	43.6	781- 943
8435	SENIOR SUPERVISING ADULT PROBATION OFFICER.....	Z	42.2	731- 882	45.0	834-1008	2	44.6	818- 989
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	44.1	800- 966	45.9	870-1052	1	45.5	854-1032
8416	ASSISTANT CHIEF PROBATION OFFICER, JUVENILE COURT.....	Z	45.4	850-1027	47.2	925-1120	1	46.8	908-1099
8470	EXECUTIVE DIRECTOR, COUNTY PAROLE COMMISSION.....	Z	47.0	916-1109	48.8	998-1208	1	48.4	979-1185
8436	CHIEF ADULT PROBATION OFFICER.....	Z	48.4	979-1185	50.2	1067-1291	1	49.8	1047-1267

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
8418	CHIEF PROBATION OFFICER, JUVENILE COURT..... Z	52.4	1185-1436	54.2	1291-1565	1	53.8	1267-1535

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 188

9122 TRANSIT INFORMATION CLERK

1978-79 SALARY SCHEDULE 31.8 APPROX $973 - $1070 - $1172 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	973	1070	1172		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
A.C. TRANSIT	29	1253	1282	1310	37,178	40.0	10	YES	NO	12	YES	YES	13.2%	$ 88	- 91	10-15-20-25
BAY AREA RAPID TRANSIT	12	1155	1263	1371	15,156	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70	- 85	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	11	750	850	950	9,350	40.0	9	YES	YES	12	YES	YES	10.0%	$ 60	-134	15-15-20-30
SAN MATEO TRANSIT	9	689	769	849	6,921	40.0	8	YES	NO	*	YES	NO	7.3%	$ 27	-141	*
SAN MATEO TRANSIT	15	1067	1140	1213	17,100	40.0	8	YES	NO	*	YES	NO	7.3%	$ 27	-141	*
TOTALS ... 4	76	.....			85,705											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1128      *
*                          R A T E   R A N G E    1015  TO  1241  *
*                                                                 *
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1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9122 TRANSIT INFORMATION CLERK *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9965	TRANSPORTATION ASSISTANT.....	CONTRACT RATE		CONTRACT RATE		0	CONTRACT RATE	
* 9122	TRANSIT INFORMATION CLERK.....	31.8	449- 541	31.8	449- 541	16	32.9	473- 570
9110	FARE COLLECTIONS RECEIVER.....	32.3	460- 554	32.3	460- 554	58	33.4	485- 583
9131	STATION AGENT, MUNICIPAL RAILWAY.....	32.8	471- 567	32.8	471- 567	33	32.8	471- 567
9126	TRANSIT TRAFFIC CHECKER.....	34.3	505- 608	34.3	505- 608	10	35.4	531- 641
9112	FARE COLLECTIONS TELLER.....	34.8	517- 622	34.8	517- 622	0	35.9	544- 655
9116	SENIOR FARE COLLECTIONS RECEIVER.....	34.8	517- 622	34.8	517- 622	13	35.9	544- 655
9124	SENIOR TRANSIT INFORMATION CLERK.....	35.3	529- 638	35.3	529- 638	3	36.4	557- 671
9114	FARE COLLECTIONS CASHIER.....	35.8	541- 652	35.8	541- 652	2	36.9	570- 688
9128	SENIOR TRANSIT TRAFFIC CHECKER.....	36.3	554- 668	36.3	554- 668	1	37.4	583- 704
9132	SUPERVISING STATION AGENT MUNICIPAL RAILWAY.....	36.3	554- 668	36.3	554- 668	4	36.3	554- 668
9125	CHIEF TRANSIT INFORMATION CLERK.....	38.0	599- 724	38.0	599- 724	1	39.1	631- 762
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....	38.3	608- 735	38.3	608- 735	1	39.4	641- 773
9118	TRANSIT REVENUE SUPERVISOR.....	41.0	691- 834	41.0	691- 834	1	42.1	728- 878

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 143

9144 TRANSIT SERVICE INSPECTOR

1978-79 SALARY SCHEDULE 40.8 APPROX $1482 - $1630 - $1790 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	63	1482	1630	1790		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
SANTA CLARA COUNTY	30	1440	1596	1751	47,880	40.0	11	YES	NO	12	YES	YES	9.6%	$ 65	- 98	11-17-21-23
A.C. TRANSIT	40	1592	1670	1748	66,800	40.0	10	YES	NO	12	YES	YES	13.2%	$ 88	- 91	10-15-20-25
BAY AREA RAPID TRANSIT	10	1964	1964	1964	19,640	40.0	11	YES	YES	12	YES	YES	9.7%	$ 70	- 85	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	6	1395	1570	1744	9,420	40.0	9	YES	YES	12	YES	YES	10.2%	$ 60	-134	15-15-20-30
TOTALS ... 4	76	.....			124,100											
FLAT RATE TOTALS	10	.....			19,640											
COMBINED TOTAL	86															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1633 *
* RATE RANGE 1470 TO 1796 *

WEIGHTED AVERAGE OF THE FLAT RATES 1964 TO 1964

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1527 TO 1816 *
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* *

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9144 TRANSIT SERVICE INSPECTOR *

CLASS	CLASS TITLE - DESCRIPTION	1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9176	SCHOOL TRANSPORTATION SCHEDULER.....	31.7	448- 539	32.2	458- 552	7	31.9	451- 544
9160	ASSISTANT TRANSIT DISPATCHER.....	40.4	671- 810	40.9	688- 830	23	40.6	677- 818
* 9144	TRANSIT SERVICE INSPECTOR.....	40.8	684- 826	41.3	701- 846	63	41.0	691- 834
9150	TRANSIT CONTROL DISPATCHER.....	41.3	701- 846	41.8	717- 866	11	41.5	707- 854
9170	TRANSIT OPERATING INSTRUCTOR.....	41.3	701- 846	41.8	717- 866	12	41.5	707- 854
9130	TRANSIT SCHEDULE MAKER.....	42.0	724- 874	42.5	742- 895	8	42.2	731- 882
9162	DAY TRANSIT DISPATCHER.....	42.0	724- 874	42.5	742- 895	9	42.2	731- 882
9152	TRANSIT CONTROL ASSISTANT CHIEF INSPECTOR.....	43.0	758- 916	43.5	777- 938	3	43.2	766- 925
9155	CLAIMS INVESTIGATOR.....	43.0	758- 916	43.5	777- 938	12	43.2	766- 925
9168	SAFETY INSTRUCTOR, PUC.....	43.6	781- 943	44.1	800- 966	1	43.8	788- 952
9171	SENIOR TRANSIT OPERATING INSTRUCTOR.....	43.6	781- 943	44.1	800- 966	1	43.8	788- 952
9179	ASSISTANT TRANSPORTATION DIVISION SUPERINTENDENT..... Z	43.6	781- 943	44.1	800- 966	3	43.8	788- 952
9134	TRANSIT SCHEDULE SUPERVISOR.....	44.1	800- 966	44.6	818- 989	1	44.3	807- 975
9154	TRANSIT CONTROL CHIEF INSPECTOR.....	44.1	800- 966	44.6	818- 989	1	44.3	807- 975
9156	SENIOR CLAIMS INVESTIGATOR.....	44.1	800- 966	44.6	818- 989	2	44.3	807- 975
9157	CLAIMS ADJUSTER.....	44.1	800- 966	44.6	818- 989	5	44.3	807- 975
9194	TRANSIT SCHEDULE ANALYST.....	44.1	800- 966	44.6	818- 989	0	44.3	807- 975
9180	TRANSPORTATION DIVISION SUPERINTENDENT..... Z	44.6	818- 989	45.1	838-1013	5	44.8	826- 998
9172	SAFETY AND TRAINING SUPERVISOR, PUC..... Z	45.1	838-1013	45.6	858-1037	1	45.3	846-1022

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9144 TRANSIT SERVICE INSPECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	46.1	878-1062	46.6	899-1088	1	46.3	887-1073
9158	ASSISTANT CLAIMS AGENT.....	Z	46.3	887-1073	46.8	908-1099	1	46.5	895-1083
9182	TRANSPORTATION ASSISTANT SUPERINTENDENT.....	Z	46.8	908-1099	47.3	929-1125	3	47.0	916-1109
9187	CABLE CAR DIVISION MANAGER.....		47.1	920-1114	47.1	920-1114	1	47.1	920-1114
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z		987- 987		1011-1011	0		996- 996
9136	TRANSIT TRAFFIC SUPERINTENDENT.....	Z	49.5	1032-1249	50.0	1057-1279	1	49.7	1042-1261
9189	DIRECTOR OF PLANNING, MUNICIPAL TRANSIT SYSTEM.....		51.6	1141-1381	51.6	1141-1381	1	51.6	1141-1381
9184	TRANSPORTATION SUPERINTENDENT.....	Z	51.7	1147-1388	52.2	1174-1421	1	51.9	1158-1401
9181	DEPUTY GEN. MANAGER FINANCE + ADMIN. MUNI. TRANS. SYS...		53.2	1232-1491	53.2	1232-1491	1	53.2	1232-1491
9191	DEPUTY GEN. MGR., OPERATIONS MUNICIPAL TRANSIT SYSTEM...		53.2	1232-1491	53.2	1232-1491	1	53.2	1232-1491
9159	GENERAL CLAIMS AGENT.....	Z	53.7	1261-1528	53.7	1261-1528	1	53.7	1261-1528
9186	GENERAL MANAGER, MUNICIPAL TRANSIT SYSTEM.....	Z	56.2	1421-1723	56.7	1457-1765	1	56.4	1436-1740
9183	DEPUTY GENERAL MANAGER ENGR. AND PLANNING, MUNI RAILWAY.	Z		1458-1458	53.2	1232-1491	1	52.9	1214-1470
9185	DEPUTY GENERAL MANAGER, OPERATIONS & ADMIN.MUNI RAILWAY.	Z		1458-1458	53.2	1232-1491	0	52.9	1214-1470

NUMBER OF CLASSES THIS BENCHMARK..... 33
NUMBER OF POSITIONS THIS BENCHMARK..... 182

9220 AIRPORT OPERATIONS SUPERVISOR

1978-79 SALARY SCHEDULE 42.7 APPROX $1621 - $1781 - $1957 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	FRINGE BENEFITS MOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1621	1781	1957		40.0	12	NO	NO	13	NO	YES	*	$ 37	- 37	10-15-20-20
CONTRA COSTA COUNTY	1	1263	1399	1535	1,399	40.0	12	YES	NO	12	YES	YES	*	$ 53	-110	15-15-20-35
CITY OF SAN JOSE	1	1355	1494	1632	1,494	40.0	11	YES	NO	12	YES	NO	17.7%	$ 30	- 61	10-15-20-20
PORT OF OAKLAND	10	1712	1813	1914	18,130	40.0	13	NO	YES	12	YES	NO	14.5%	$ 31	- 85	10-15-20-25
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	1	1673	1933	2193	1,933	40.0	11	NO	NO	12	NO	NO	6.7%	$ 36	- 95	10-15-20-20
CITY OF LOS ANGELES	0	1634	1832	2029	0	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
CITY OF LOS ANGELES	8	1820	2041	2262	16,328	40.0	12	NO	NO	12	YES	NO	15.7%	$ 34	- 66	10-15-20-20
TOTALS ... 5	21	.....			39,284											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1871  *
*                          R A T E   R A N G E   1684 TO 2058 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1977 - 1978
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 9220 AIRPORT OPERATIONS SUPERVISOR *
****

CLASS	CLASS TITLE - DESCRIPTION		1977-1978 SCHEDULE NUMBER	1977-1978 BI-WEEKLY SALARY	APPROVED-REPEALED 1978-1979 SCHED NUM	APPROVED-REPEALED 1978-1979 BI-WEEKLY SALARY	BUD POS	RECOMMENDED 1979-1980 SCHED NUM	RECOMMENDED 1979-1980 BI-WEEKLY SALARY
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	23639 YR		48.3	975-1180	1	47.8	952-1152
9212	AIR FIELD SAFETY OFFICER.....		35.7	539- 650	39.4	641- 773	15	38.9	625- 755
* 9220	AIRPORT OPERATIONS SUPERVISOR.....		42.7	748- 903	44.1	800- 966	8	43.6	781- 943
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	44.7	822- 994	46.6	899-1088	1	46.1	878-1062
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	46.7	903-1093	49.1	1013-1226	1	48.6	989-1197
9256	AIRPORT ASST. GENERAL MANAGER, OPERATIONS & MAINTENANCE.	Z	50.4	1078-1304	51.8	1152-1394	1	51.3	1125-1362
9258	AIRPORT ASST. GENERAL MANAGER, BUSINESS ADMINISTRATION..	Z	50.4	1078-1304	51.8	1152-1394	1	51.3	1125-1362
9260	AIRPORT ASST. GENERAL MANAGER, PLANNING AND DEVELOPMENT.	Z	50.4	1078-1304	51.8	1152-1394	1	51.3	1125-1362
9278	DIRECTOR OF AIRPORTS.....	Z	59.7	1682-2043	60.4	1740-2115	1	59.9	1698-2063
9270	DEPUTY DIRECTOR, BUSINESS ADMINISTRATION, AIRPORT.....	Z		1774-1774	58.2	1565-1899	1	57.7	1528-1853
9272	DEPUTY DIRECTR, OPERATIONS AND MAINTENANCE, AIRPORT.....	Z		1774-1774	58.2	1565-1899	1	57.7	1528-1853
9274	DEPUTY DIRECTOR, PLANNING AND DEVELOPMENT, AIRPORT.....	Z		1774-1774	58.2	1565-1899	1	57.7	1528-1853

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 33

GRAND TOTAL NUMBER OF CLASSES..... 1550
GRAND TOTAL NUMBER OF POSITIONS..... 18657

C65
#1
1980/81

San Francisco Civil Service Commission
151 City Hall

fiscal year 1980-1981

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SALARY and WAGE SURVEY
and
STAFF RECOMMENDATIONS

Applicable to Employees in Classes Governed by the Provisions of Charter Sections 8.400, 8.401 and 8.407

January 7, 1980

San Francisco Civil Service Commission
151 City Hall

fiscal year 1980-1981

SALARY and WAGE SURVEY
and
STAFF RECOMMENDATIONS

Applicable to Employees in Classes Governed by the Provisions of Charter Sections 8.400, 8.401 and 8.407

January 7, 1980

SALARY SURVEY REPORT

The Civil Service Commission staff reports the results of its survey for those classifications whose salaries are determined under the provisions of Section 8.400, 8.401 and 8.407 of the Charter.

The survey is restricted to a number of key or benchmark classes. The remaining classes are shown on the particular benchmark page in their current relationships to the benchmark class.

Salary data were collected from other agencies for the benchmark class. Adjustments have been made in the salary data for those jurisdictions having work weeks in excess of, or less than, 40 hours, and, where needed, the salary data has been converted to monthly ranges. The monthly ranges and flat rates are shown as monthly ranges on the pages opposite the tabular representation of the family groupings to facilitate comparisons with our agency's salaries. The monthly salary for any classification can be determined by reference to the salary tables shown in the introductory pages of this report.

Charter Section 8.407 requires the Civil Service Commission to conduct a comprehensive investigation and survey of basic pay rates, wages, and salaries in other governmental jurisdictions and private employment. This section states that the survey of Bay Area public jurisdictions shall include (a) the counties of Alameda, Contra Costa, Marin, San Mateo and Santa Clara; (b) the ten most populous cities in these counties - San Jose, Oakland, Richmond, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara and Sunnyvale; and (c) agencies of the State and Federal governments and school districts and other special districts in the six Bay Area counties as determined by the Civil Service Commission. This Charter section further provides that the Commission shall collect private basic pay rate data from a recognized governmental bay area salary and wage survey of private employers in the City and County of San Francisco, and the counties of Alameda, Contra Costa, Marin, San Mateo and Santa Clara. If it is determined that there is insufficient salary data from the bay area public jurisdictions, then the Civil Service Commission is authorized to survey major public agencies in the State which employ more than 3,000 persons.

The salary information included in this report is based on data compiled prior to January 1, 1980. Any changes or updating in data will be obtained by the staff and will be made available to the Civil Service Commission for its consideration and recommendations before final submission and report to the Board of Supervisors.

There are approximately 24,772 positions established in the City service, exclusive of certificated personnel in the Board of Education, and including Police and Fire Department personnel. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,377	19,024	Rates set in accordance with generally prevailing rate of wages for like service and working conditions in private employment and in other comparable governmental organiz-

			ations in State of California. Charter Sections 8.401 and [illegible] A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardi- [illegible]
[illegible] Personnel	[illegible]	1,889	Rates set yearly, average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404 9163 Transit Operator $9.1275 per hour.....(monthly equiva- [illegible]
Police and Fire	20	3,499	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405. Q2 Police Officer and H2 Firefighter $1580 to $1829 per month.
Municipal and Superior Courts	50	[illegible]	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	[illegible]	Rate set by Charter Section 5.102.
Law Library	1	3	Rate set by Department head. Charter Section 4.104.

The report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provides that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since [illegible].

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The new Charter Section 8.407, Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic pay rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for comparable jobs to the benchmark. These agencies report flat rates for such jobs. In order not to distort the data in computing the weighted average of the midpoints and medians, the flat rates are treated differently. Where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed. This computation is as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. the number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark to arrive at

4. the minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

FRINGE BENEFITS

The fringe benefits show in this report were obtained from the Charter Section 8.407 Public Agencies and from the 1979 Wage and Fringe Benefit Information Survey prepared by the League of California Cities and County Supervisors Association of California. The following information relates to the fringe benefits listed on each benchmark page.

ALAMEDA COUNTY

Work Week - Most employees work a 37.5-hour work week. However, management employees, hospital employees, craft employees and deputy sheriffs work a 40-hour work week.

CITY AND COUNTY OF SAN FRANCISCO

Retirement Contribution - 23.10% for employees hired on or before 11/1/76; 15.69% for employees hired after 11/1/76.

CITY OF SUNNYVALE

Sick Days - A maximum allowance of 90 days per illness.

SAN MATEO TRANSIT

Vacation and Sick Days - Combined in one policy: After one year, 20 days; after five years, 26 days; maximum, 26 days.

THE BENCHMARK CONCEPT IN SALARY ADMINISTRATION

The City and County of San Francisco, a Charter City, utilizes the benchmark concept in setting salaries for its more than 1,500 occupational classifications. Where applicable, data shown on the following pages was collected for key or benchmark classes, analyzed and applied in the manner prescribed by Charter.

Charter Section 8.407 prescribes the method by which the salaries of miscellaneous city employees are set and makes specific reference to the use of the benchmark method in the collection of salary data, the presentation of data and the recommendations thereon. The benchmark concept as employed within the City and County of San Francisco involves the collection of salary data from outside public agencies and private industry for classifications which are deemed to be comparable to the City's benchmark or "key" classifications by reason of the similarity of their duties, responsibilities and minimum qualifications. Classes within the classification plan of the city and county are related to benchmark classes by reason of their work content, promotional lines, qualifications or other pertinent considerations.

Salary adjustments made for benchmark classifications may be applied at the same percentage of change to other classes related to each benchmark class.

In instances where significant changes have occurred with respect to recruitment, promotional lines, increased or decreased responsibilities, or other compensable factors, internal salary adjustments may be made accordingly within a benchmark family.

This system of utilizing benchmark or key classes in salary standardization procedures possesses a number of distinct advantages. Among these are the following:

1. Simplification of data collection procedures. Data is normally collected only for the benchmark classification.

2. Ease and validity of making comparisons with classes in outside agencies surveyed by the use of a single readily identifiable level of difficulty within an occupational series.

3. Preservation of internal or promotional relationships within job families or promotional series by providing for salary adjustments on a consistent basis within benchmark families.

4. Provision of flexibility in salary administration by allowing for adjustments within job families when made necessary by changes in the duties of positions, the employment market, or other external or internal compensable factors.

The use of the benchmark concept is almost universally accepted in the gathering of wage and salary data in both public and private sectors. To collect and analyze data for each classification subject to wage and salary adjustments would be tedious, difficult and extremely unreliable since organizational differences exist between the public and private sectors and between public jurisdictions. Further, internal relation-

ships would be disrupted by the use of such a method, since changes in data occurring from time to time would result in inconsistencies in recommendations made for separate but related classifications.

The time consumed by the survey staff in attempting to accumulate, tabulate and analyze data for each separate classification would be difficult to justify. Lastly, representatives from other agencies from whom data is collected would not be willing to spend the necessary amount of time with a staff conducting such a survey.

Most modern authorities, writers and practitioners of personnel administration endorse the use of the benchmark method.

In Job Evaluation and Wage Incentives, edited by Carl E. Harrington, Key or Benchmark jobs are described as follows:

> "Most job evaluation plans include what is called 'reference', 'key' or 'benchmark' jobs as an integral part of the evaluation plan. All that is meant by this is that these jobs are typical of the group to be evaluated..."

Donald E. Hoag and Robert J. Trudel in How to Prepare a Sound Pay Plan (International Personnel Management Association) state:

> "It is never possible for a pay survey to gather data on every class of jobs in a public jurisdiction because:
>
> 1. other employers do not have many of the kinds of jobs that are common in public jurisdictions.
>
> 2. it would be impractical and unreasonable to expect other employers to provide specific pay data for each of scores or hundreds of classes.
>
> 3. it is unwise because of the cost of the survey process to include classes in which the jurisdiction has very few employees.
>
> 4. it is extremely difficult to gather valid data by the survey process for many kinds of jobs, including those of a supervisory, managerial or executive nature."

In Job Evaluation Methods, Professor Charles W. Lytle of New York University describes the selection of Key Jobs and the pertinent criteria as follows:

> "Determining Jobs to be Included in the Survey

> Making a study of all jobs in all plants to be included in the survey would be exceedingly costly and time consuming. Fortunately, it isn't necessary to study all jobs..."

Bryan Livy, Lecturer in Personnel Management, states in his work on Job Evaluation:

> "The easiest way to structure the operation is to begin with the identification of key job or benchmark jobs. A benchmark job is one which will be used as a yardstick and as a standard against which other jobs will be compared from an overall point of view..."

It may readily be seen that the use of key or benchmark classifications constitutes the only practical approach for the collection and presentation of data and for recommendation on salary adjustments for the more than 1,500 classifications within the City and County service.

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
22.9	301- 360	655- 783	7856- 9396
23.0	302- 362	657- 787	7882- 9448
23.1	303- 364	659- 792	7908- 9500
23.2	305- 365	663- 794	7961- 9527
23.3	306- 367	666- 798	7987- 9579
23.4	308- 368	670- 800	8039- 9605
23.5	309- 370	672- 805	8065- 9657
23.6	310- 372	674- 809	8091- 9709
23.7	312- 374	679- 813	8143- 9761
23.8	313- 375	681- 816	8169- 9788
23.9	315- 377	685- 820	8222- 9840
24.0	316- 379	687- 824	8248- 9892
24.1	317- 381	690- 829	8274- 9944
24.2	319- 383	694- 833	8326- 9996
24.3	320- 384	696- 835	8352-10022
24.4	322- 386	700- 840	8404-10075
24.5	323- 388	703- 844	8430-10127
24.6	325- 390	707- 848	8483-10179
24.7	326- 391	709- 850	8509-10205
24.8	328- 393	713- 855	8561-10257
24.9	329- 394	716- 857	8587-10283
25.0	331- 396	720- 861	8639-10336
25.1	332- 398	722- 866	8665-10388
25.2	334- 400	726- 870	8717-10440
25.3	335- 402	729- 874	8744-10492
25.4	337- 404	733- 879	8796-10544
25.5	338- 406	735- 883	8822-10597
25.6	340- 408	740- 887	8874-10649
25.7	341- 409	742- 890	8900-10675
25.8	343- 411	746- 894	8952-10727
25.9	344- 412	748- 896	8978-10753
26.0	346- 414	753- 900	9031-10805
26.1	348- 416	757- 905	9083-10858
26.2	349- 418	759- 909	9109-10910
26.3	351- 420	763- 914	9161-10962
26.4	352- 422	766- 918	9187-11014
26.5	354- 424	770- 922	9239-11066
26.6	356- 426	774- 927	9292-11119
26.7	357- 428	777- 931	9318-11171
26.8	359- 430	781- 935	9370-11223
26.9	360- 432	783- 940	9396-11275
27.0	362- 434	787- 944	9448-11327
27.1	364- 436	792- 948	9500-11380
27.2	365- 438	794- 953	9527-11432
27.3	367- 440	798- 957	9579-11484
27.4	368- 442	800- 961	9605-11536
27.5	370- 444	805- 966	9657-11588
27.6	372- 446	809- 970	9709-11641
27.7	374- 448	813- 974	9761-11693

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
27.8	375- 449	816- 977	9788-11719
27.9	377- 451	820- 981	9840-11771
28.0	379- 453	824- 985	9892-11823
28.1	381- 455	829- 990	9944-11876
28.2	383- 458	833- 996	9996-11954
28.3	384- 460	835-1001	10022-12006
28.4	386- 463	840-1007	10075-12084
28.5	388- 465	844-1011	10127-12137
28.6	390- 467	848-1016	10179-12189
28.7	391- 469	850-1020	10205-12241
28.8	393- 471	855-1024	10257-12293
28.9	394- 473	857-1029	10283-12345
29.0	396- 475	861-1033	10336-12398
29.1	398- 477	866-1038	10388-12450
29.2	400- 480	870-1044	10440-12528
29.3	402- 482	874-1048	10492-12580
29.4	404- 485	879-1055	10544-12659
29.5	406- 487	883-1059	10597-12711
29.6	408- 489	887-1064	10649-12763
29.7	409- 491	890-1068	10675-12815
29.8	411- 494	894-1074	10727-12893
29.9	412- 496	896-1079	10753-12946
30.0	414- 498	900-1083	10805-12998
30.1	416- 500	905-1088	10858-13050
30.2	418- 503	909-1094	10910-13128
30.3	420- 505	914-1098	10962-13181
30.4	422- 508	918-1105	11014-13259
30.5	424- 510	922-1109	11066-13311
30.6	426- 512	927-1114	11119-13363
30.7	428- 514	931-1118	11171-13415
30.8	430- 517	935-1125	11223-13494
30.9	432- 519	940-1129	11275-13546
31.0	434- 521	944-1133	11327-13598
31.1	436- 524	948-1140	11380-13676
31.2	438- 526	953-1144	11432-13729
31.3	440- 529	957-1151	11484-13807
31.4	442- 531	961-1155	11536-13859
31.5	444- 534	966-1161	11588-13937
31.6	446- 536	970-1166	11641-13990
31.7	448- 539	974-1172	11693-14068
31.8	449- 541	977-1177	11719-14120
31.9	451- 544	981-1183	11771-14198
32.0	453- 546	985-1188	11823-14251
32.1	455- 549	990-1194	11876-14329
32.2	458- 552	996-1201	11954-14407
32.3	460- 554	1001-1205	12006-14459
32.4	463- 557	1007-1212	12084-14538
32.5	465- 560	1011-1218	12137-14616
32.6	467- 562	1016-1222	12189-14668

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
32.7	469- 565	1020-1229	12241-14747
32.8	471- 567	1024-1233	12293-14799
32.9	473- 570	1029-1240	12345-14877
33.0	475- 572	1033-1244	12397-14929
33.1	477- 575	1038-1251	12450-15008
33.2	480- 578	1042-1257	12528-15086
33.3	482- 580	1048-1262	12554-15138
33.4	485- 583	1053-1266	12659-15216
33.5	487- 586	1059-1275	12712-15295
33.6	489- 589	1064-1281	12765-15373
33.7	491- 591	1068-1285	12815-15435
33.8	493- 594	1074-1292	12893-15503
33.9	496- 596	1079-1295	12946-15556
34.0	498- 599	1083-1301	12998-15634
34.1	500- 602	1088-1309	13050-15712
34.2	503- 605	1094-1316	13128-15791
34.3	505- 608	1098-1322	13181-15869
34.4	508- 611	1105-1328	13259-15947
34.5	510- 614	1109-1335	13311-16025
34.6	512- 617	1114-1342	13364-16104
34.7	514- 620	1118-1349	13416-16182
34.8	517- 622	1125-1353	13494-16234
34.9	519- 625	1129-1359	13546-16313
35.0	521- 628	1133-1366	13598-16391
35.1	524- 631	1140-1372	13676-16469
35.2	526- 634	1144-1379	13728-16547
35.3	529- 638	1151-1388	13807-16652
35.4	531- 641	1155-1394	13859-16710
35.5	534- 644	1161-1401	13937-16808
35.6	536- 647	1166-1407	13990-16887
35.7	539- 650	1172-1414	14068-16965
35.8	541- 652	1177-1418	14120-17017
35.9	544- 655	1183-1425	14198-17096
36.0	546- 658	1188-1431	14251-17174
36.1	549- 661	1194-1438	14329-17252
36.2	552- 664	1201-1444	14407-17330
36.3	554- 668	1205-1452	14459-17435
36.4	557- 671	1212-1459	14538-17513
36.5	560- 674	1218-1466	14616-17591
36.6	562- 677	1222-1473	14668-17670
36.7	565- 681	1229-1481	14747-17774
36.8	567- 684	1233-1488	14799-17852
36.9	570- 688	1240-1496	14877-17957
37.0	572- 691	1244-1503	14929-18035
37.1	575- 694	1251-1509	15008-18113
37.2	578- 697	1257-1516	15086-18190
37.3	580- 701	1262-1525	15138-18296
37.4	583- 704	1268-1531	15216-18374
37.5	586- 707	1275-1538	15295-18453

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
37.6	589- 710	1281-1544	15373-18531
37.7	591- 714	1285-1553	15425-18635
37.8	594- 717	1292-1560	15503-18714
37.9	596- 721	1296-1568	15556-18818
38.0	599- 724	1303-1575	15634-18896
38.1	602- 728	1309-1583	15712-19001
38.2	605- 731	1316-1590	15791-19079
38.3	608- 735	1322-1599	15869-19184
38.4	611- 738	1329-1605	15947-19262
38.5	614- 742	1335-1614	16025-19366
38.6	617- 745	1342-1620	16104-19445
38.7	620- 748	1349-1627	16182-19523
38.8	622- 752	1353-1636	16234-19627
38.9	625- 755	1359-1642	16313-19706
39.0	628- 758	1366-1649	16391-19784
39.1	631- 762	1372-1657	16469-19888
39.2	634- 766	1379-1666	16547-19993
39.3	638- 769	1388-1673	16652-20071
39.4	641- 773	1394-1681	16730-20175
39.5	644- 777	1401-1690	16808-20280
39.6	647- 781	1407-1699	16887-20384
39.7	650- 785	1414-1707	16965-20489
39.8	652- 788	1418-1714	17017-20567
39.9	655- 792	1425-1723	17096-20671
40.0	658- 796	1431-1731	17174-20776
40.1	661- 800	1438-1740	17252-20880
40.2	664- 803	1444-1747	17330-20958
40.3	668- 807	1453-1755	17435-21063
40.4	671- 810	1459-1762	17513-21141
40.5	674- 814	1466-1770	17591-21245
40.6	677- 818	1473-1779	17670-21350
40.7	681- 822	1481-1788	17774-21454
40.8	684- 826	1488-1797	17852-21559
40.9	688- 830	1496-1805	17957-21663
41.0	691- 834	1503-1814	18035-21767
41.1	694- 838	1509-1823	18113-21872
41.2	697- 842	1516-1831	18192-21976
41.3	701- 846	1525-1840	18296-22081
41.4	704- 850	1531-1849	18374-22185
41.5	707- 854	1538-1857	18453-22289
41.6	710- 858	1544-1866	18531-22394
41.7	714- 862	1553-1875	18635-22498
41.8	717- 866	1560-1884	18714-22603
41.9	721- 870	1568-1892	18818-22707
42.0	724- 874	1575-1901	18896-22811
42.1	728- 878	1583-1910	19001-22916
42.2	731- 882	1590-1918	19079-23020
42.3	735- 887	1599-1929	19184-23151
42.4	738- 891	1605-1938	19262-23255

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
42.5	742- 895	1614-1947	19366-23360
42.6	745- 899	1620-1955	19445-23464
42.7	748- 903	1627-1964	19523-23568
42.8	752- 908	1636-1975	19627-23699
42.9	755- 912	1642-1984	19706-23803
43.0	758- 916	1649-1992	19784-23908
43.1	762- 920	1657-2001	19888-24012
43.2	766- 925	1666-2012	19993-24143
43.3	769- 929	1673-2021	20071-24247
43.4	773- 934	1681-2031	20175-24377
43.5	777- 938	1690-2040	20280-24482
43.6	781- 943	1699-2051	20384-24612
43.7	785- 947	1707-2060	20489-24717
43.8	788- 952	1714-2071	20567-24847
43.9	792- 956	1723-2079	20671-24952
44.0	796- 961	1731-2090	20776-25082
44.1	800- 966	1740-2101	20880-25213
44.2	803- 970	1747-2110	20958-25317
44.3	807- 975	1755-2121	21063-25448
44.4	810- 979	1762-2129	21141-25552
44.5	814- 984	1770-2140	21245-25682
44.6	818- 989	1779-2151	21350-25813
44.7	822- 994	1788-2162	21454-25943
44.8	826- 998	1797-2171	21559-26048
44.9	830-1003	1805-2182	21663-26178
45.0	834-1008	1814-2192	21767-26309
45.1	838-1013	1823-2203	21872-26439
45.2	842-1018	1831-2214	21976-26570
45.3	846-1022	1840-2223	22081-26674
45.4	850-1027	1849-2234	22185-26805
45.5	854-1032	1857-2245	22289-26935
45.6	858-1037	1866-2256	22394-27066
45.7	862-1042	1875-2266	22498-27196
45.8	866-1047	1884-2277	22603-27327
45.9	870-1052	1892-2288	22707-27457
46.0	874-1057	1901-2299	22811-27588
46.1	878-1062	1910-2310	22916-27718
46.2	882-1067	1918-2321	23020-27849
46.3	887-1073	1929-2334	23151-28005
46.4	891-1078	1938-2345	23255-28136
46.5	895-1083	1947-2356	23360-28266
46.6	899-1088	1955-2366	23464-28397
46.7	903-1093	1964-2377	23568-28527
46.8	908-1099	1975-2390	23699-28684
46.9	912-1104	1984-2401	23803-28814
47.0	916-1109	1992-2412	23908-28945
47.1	920-1114	2001-2423	24012-29075
47.2	925-1120	2012-2436	24143-29232
47.3	929-1125	2021-2447	24247-29363

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
47.4	934-1131	2031-2460	24377-29519
47.5	938-1136	2040-2471	24482-29650
47.6	943-1141	2051-2482	24612-29780
47.7	947-1147	2060-2495	24717-29937
47.8	952-1152	2071-2506	24847-30067
47.9	956-1158	2079-2519	24952-30224
48.0	961-1163	2090-2530	25082-30354
48.1	966-1169	2101-2543	25213-30511
48.2	970-1174	2110-2553	25317-30641
48.3	975-1180	2121-2567	25448-30798
48.4	979-1185	2129-2577	25552-30929
48.5	984-1191	2140-2590	25682-31085
48.6	989-1197	2151-2604	25813-31242
48.7	994-1203	2162-2617	25943-31398
48.8	998-1208	2171-2627	26048-31529
48.9	1003-1214	2182-2640	26178-31685
49.0	1008-1220	2192-2654	26309-31842
49.1	1013-1226	2203-2667	26439-31999
49.2	1018-1232	2214-2680	26570-32155
49.3	1022-1237	2223-2691	26674-32286
49.4	1027-1243	2234-2704	26805-32442
49.5	1032-1249	2245-2717	26935-32599
49.6	1037-1255	2256-2730	27066-32756
49.7	1042-1261	2266-2743	27196-32912
49.8	1047-1267	2277-2756	27327-33069
49.9	1052-1273	2288-2769	27457-33225
50.0	1057-1279	2299-2782	27588-33382
50.1	1062-1285	2310-2795	27718-33539
50.2	1067-1291	2321-2808	27849-33695
50.3	1073-1298	2334-2823	28005-33878
50.4	1078-1304	2345-2836	28136-34034
50.5	1083-1310	2356-2849	28266-34191
50.6	1088-1316	2366-2862	28397-34348
50.7	1093-1323	2377-2878	28527-34530
50.8	1099-1329	2390-2891	28684-34687
50.9	1104-1336	2401-2906	28814-34870
51.0	1109-1342	2412-2919	28945-35026
51.1	1114-1349	2423-2934	29075-35209
51.2	1120-1355	2436-2947	29232-35366
51.3	1125-1362	2447-2962	29363-35548
51.4	1131-1368	2460-2975	29519-35705
51.5	1136-1375	2471-2991	29650-35888
51.6	1141-1381	2482-3004	29780-36044
51.7	1147-1388	2495-3019	29937-36227
51.8	1152-1394	2506-3032	30067-36383
51.9	1158-1401	2519-3047	30224-36566
52.0	1163-1407	2530-3060	30354-36723
52.1	1169-1414	2543-3075	30511-36905
52.2	1174-1421	2553-3091	30641-37088

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
52.3	1150-1469	2567-3108	30798-37297
52.4	1165-1488	2599-3165	31192-37980
52.5	1181-1441	2590-3139	31085-37662
52.6	1197-1450	2604-3154	31242-37845
52.7	1203-1457	2617-3169	31398-38028
52.8	1220-1461	2627-3182	31529-38184
52.9	1236-1478	2640-3197	31685-38357
53.0	1250-1493	2680-3213	31942-38550
53.1	1254-1494	2667-3188	31999-38238
53.2	1232-1491	2688-3243	32155-38915
53.3	1242-1499	2691-3260	32288-39124
53.4	1243-1506	2704-3276	32447-39307
53.5	1249-1513	2717-3291	32594-39489
53.6	1255-1520	2730-3306	32756-39672
53.7	1261-1528	2743-3321	32911-39851
53.8	1267-1535	2756-3336	33069-40038
53.9	1273-1543	2769-3356	33225-40272
54.0	1279-1550	2782-3371	33386-40455
54.1	1288-1558	2795-3387	33539-40644
54.2	1291-1565	2808-3404	33695-40847
54.3	1298-1573	2823-3421	33876-41055
54.4	1304-1580	2836-3437	34034-41238
54.5	1310-1588	2849-3454	34191-41447
54.6	1316-1596	2862-3471	34348-41656
54.7	1323-1603	2876-3487	34530-41838
54.8	1329-1611	2889-3504	34687-42047
54.9	1336-1618	2904-3519	34878-42238
55.0	1342-1626	2917-3537	35039-42447
55.1	1348-1636	2930-3556	35200-42667
55.2	1358-1642	2951-3571	35452-42856
55.3	1362-1652	2962-3589	35586-43065
55.4	1368-1658	2975-3606	35705-43274
55.5	1375-1666	2991-3624	35888-43489
55.6	1382-1674	3004-3641	36046-43694
55.7	1388-1682	3019-3658	36227-43901
55.8	1394-1690	3032-3676	36383-44109
55.9	1402-1698	3047-3693	36568-44318
56.0	1407-1706	3060-3711	36721-44527
56.1	1414-1714	3073-3728	36905-44735
56.2	1423-1723	3093-3748	37088-44970
56.3	1429-1731	3108-3765	37247-45179
56.4	1436-1740	3123-3788	37460-45414
56.5	1445-1748	3139-3802	37662-45623
56.6	1452-1756	3156-3819	37866-45842
56.7	1457-1765	3169-3839	38028-46067
56.8	1463-1773	3182-3856	38184-46275
56.9	1470-1782	3197-3876	38367-46516
57.0	1477-1791	3213-3895	38559-46765
57.1	1484-1800	3228-3915	38742-46980

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
57.2	1491-1809	3243-3935	38915-47215
57.3	1499-1818	3260-3954	39124-47450
57.4	1506-1827	3276-3974	39307-47685
57.5	1513-1835	3291-3991	39489-47894
57.6	1520-1844	3306-4011	39672-48128
57.7	1528-1853	3323-4030	39881-48363
57.8	1535-1862	3339-4050	40064-48598
57.9	1543-1871	3356-4069	40272-48833
58.0	1550-1881	3371-4091	40455-49094
58.1	1558-1890	3389-4111	40666-49329
58.2	1565-1899	3404-4130	40847-49564
58.3	1573-1909	3421-4152	41055-49825
58.4	1580-1918	3437-4172	41238-50060
58.5	1588-1927	3454-4191	41447-50295
58.6	1596-1936	3471-4211	41656-50530
58.7	1603-1946	3487-4233	41838-50791
58.8	1611-1955	3504-4252	42047-51026
58.9	1618-1965	3519-4274	42230-51287
59.0	1626-1975	3537-4296	42439-51548
59.1	1634-1985	3554-4317	42647-51809
59.2	1642-1994	3571-4337	42856-52043
59.3	1650-2004	3589-4359	43065-52304
59.4	1658-2014	3606-4380	43274-52565
59.5	1666-2023	3624-4400	43483-52800
59.6	1674-2033	3641-4422	43691-53061
59.7	1683-2043	3658-4444	43900-53322
59.8	1690-2053	3676-4465	44109-53583
59.9	1698-2063	3693-4487	44318-53844
60.0	1706-2074	3711-4511	44527-54131
60.1	1714-2084	3728-4533	44735-54392
60.2	1723-2094	3746-4554	44970-54653
60.3	1731-2104	3765-4576	45179-54914
60.4	1740-2115	3785-4600	45414-55202
60.5	1748-2124	3802-4620	45623-55436
60.6	1756-2135	3819-4644	45832-55724
60.7	1765-2145	3839-4665	46067-55985
60.8	1773-2156	3856-4689	46275-56272
61.0	1791-2178	3895-4737	46765-56856
61.1	1800-2188	3915-4759	46980-57107
61.2	1809-2199	3935-4783	47215-57394
61.3	1818-2209	3954-4804	47450-57655
61.4	1827-2221	3974-4831	47685-57968
61.5	1835-2230	3991-4850	47894-58203
61.6	1844-2242	4011-4876	48128-58516
61.7	1853-2252	4030-4898	48363-58777
61.8	1862-2264	4050-4924	48598-59090
61.9	1871-2274	4069-4946	48833-59351
62.0	1881-2287	4091-4976	49094-59691
62.1	1890-2297	4111-4996	49329-59952

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
62.2	1899-2309	4130-5022	49564-60265
62.3	1909-2319	4152-5044	49825-60526
62.4	1918-2332	4172-5072	50060-60865
62.5	1927-2342	4191-5094	50295-61126
62.6	1936-2354	4211-5120	50530-61439
62.7	1946-2365	4233-5144	50791-61727
62.8	1955-2377	4252-5170	51026-62040
62.9	1965-2388	4274-5194	51287-62327
63.0	1975-2401	4296-5222	51548-62666
63.1	1985-2412	4317-5246	51809-62953
63.2	1994-2424	4337-5272	52043-63266
63.3	2004-2435	4359-5296	52304-63554
63.4	2014-2449	4380-5327	52565-63919
63.5	2023-2459	4400-5348	52800-64180
63.6	2033-2472	4422-5377	53061-64519
63.7	2043-2483	4444-5401	53322-64806
63.8	2053-2496	4465-5429	53583-65146
63.9	2063-2507	4487-5453	53844-65433
64.0	2074-2521	4511-5483	54131-65798
64.1	2084-2533	4533-5509	54392-66111
64.2	2094-2545	4554-5535	54653-66425
64.3	2104-2557	4576-5562	54914-66738
64.4	2115-2571	4600-5592	55202-67103
64.5	2124-2582	4620-5616	55436-67390
64.6	2135-2596	4644-5646	55724-67756
64.7	2145-2607	4665-5670	55985-68043
64.8	2156-2621	4689-5701	56272-68408
64.9	2166-2632	4711-5725	56533-68695
65.0	2178-2647	4737-5757	56846-69087

B 2	ACCOUNT CLERK.....		1444	6
1630	ACCOUNT CLERK.....		1444	8
A197	ACCOUNTANT TEAM LEADER.....			
1650	ACCOUNTANT.....	Z	1650	12
1638	ACCOUNTING MACHINE OPERATOR.....		1444	8
A218	ACTIVITIES LEADER.....			
1810	ACTUARIAL CLERK.....		1444	9
1816	ACTUARY.....	Z	1650	12
1714	ADDRESSING MACHINE OPERATOR.....		1444	9
A107	ADMIN ASSISTANT TO THE CONTROLLER.....			
3568	ADMIN ASST CENTER OF ASIAN ART AND CULT.	Z	3542	44
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	1840	18
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	1840	17
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	17
1529	ADMIN ASST TO THE STATE LEGISLATIVE REP.	Z	1444	8
1839	ADMIN ASST, COMMISSION ON THE AGING.....	Z	1840	17
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	1840	17
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	1840	17
1822	ADMINISTRATIVE ANALYST.....	Z	1840	17
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR....	Z	1840	18
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR...	Z	1650	12
A252	ADMINISTRATIVE ASSISTANT.....			
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	1840	19
2128	ADMINISTRATIVE ASST, LAGUNA HONDA HOSP..	Z	1840	18
2129	ADMINISTRATIVE ASST, SF GEN HOSPITAL....	Z	1840	18
2660	ADMINISTRATIVE CHEF.....	Z	2604	32
2581	ADMINISTRATIVE CORONER.....		1840	18
5174	ADMINISTRATIVE ENGINEER.....	Z	5204	48
A136	ADMINISTRATIVE INVESTIGATOR.....			
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z	1840	17
1528	ADMINISTRATIVE SECRETARY.....		1444	8
9380	ADMINISTRATIVE SERVICE OFFICER, PORT....	Z	1650	12
A186	ADMINISTRATOR.....			
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	1840	18
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	1840	18
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	57
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	1840	17
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	2996	40
1235	AFFIRMATIVE ACTION COORDINATOR.....		1242	4
1233	AFFIRMATIVE ACTION SPECIALIST.....		1242	4
3484	AGRICULTURAL DIVISION LAND AGENT.....	Z	4261	47
3450	AGRICULTURAL INSPECTOR.....		3450	43
3460	AGRICULTURAL INSTRUCTOR.....		7514	65
9212	AIR FIELD SAFETY OFFICER.....		9220	77
9258	AIRPORT ASST GEN MGR, BUSINESS ADMIN....	Z	9220	77
9286	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	77
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	77
F 51	AIRPORT ATTENDANT.....		7345	58

9202	AIRPORT COMMUNICATIONS OPERATOR.....		8238	71
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		8238	71
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...		2708	34
9241	AIRPORT ELECTRICIAN SUPERVISOR.....		7345	59
9240	AIRPORT ELECTRICIAN.....		7345	59
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	7355	62
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	7355	62
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....		7334	56
5035	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	77
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	77
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	77
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	77
9215	AIRPORT POLICE LIEUTENANT.....		8204	69
9210	AIRPORT POLICE OFFICER.....		8204	69
9211	AIRPORT POLICE SERGEANT.....		8204	69
4102	AIRPORT PROPERTY MANAGEMENT ASSISTANT...		4261	47
A246	AIRPORT PROPERTY MANAGER I.....			
A247	AIRPORT PROPERTY MANAGER II.....			
A248	AIRPORT PROPERTY MANAGER III.....			
A249	AIRPORT PROPERTY MANAGER IV.....			
2526	AMBULANCE DRIVER.....		2312	24
3330	AMUSEMENT OPERATIONS MANAGER.....		3284	42
2330	ANESTHETIST.....		2320	25
3320	ANIMAL KEEPER.....		7514	65
7334A	APPRENTICE STATIONARY ENGINEER.....		7334	56
7372A	APPRENTICE STATIONARY ENGR. SEWAGE PLANT		7334	56
3506	AQUARIST.....		7514	65
3512	AQUARIUM EXHIBIT PREPARATOR.....		7514	65
3516	AQUATIC COLLECTOR.....	Z	7514	65
3130	ARBORETUM DIRECTOR.....	Z	7514	65
5268	ARCHITECT.....	Z	5204	49
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	48
5260	ARCHITECTURAL ASSISTANT I.....		5204	49
5261	ARCHITECTURAL ASSISTANT II.....		5204	49
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	49
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	49
7240	AREA COORDINATOR OF SCHOOL MAINTENANCE..		7344	57
3464	AREA SUPV. PARKS SQUARES AND FACILITIES.	Z	7514	65
8232	ARMORED TRUCK GUARD.....		8204	69
7321	ARMORED TRUCK OPERATOR.....		8204	69
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	66
7424	ASPHALT FINISHER.....		7514	66
7221	ASPHALT PLANT SUPERVISOR I.....		7355	62
7532	ASPHALT WORKER.....		7514	66
A300	ASSEMBLER.....			
4292	ASSESSMENT CLERK.....		1444	9
4290	ASSESSOR.....	Z	1000	3
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS..		1840	19
3614	ASSISTANT ACTUARY.....	Z	1650	12
3216	ASSISTANT AQUATICS SUPERVISOR.....		3284	41

A190	ASSISTANT BOND AND COUPON SUPERVISOR....			
1892	ASSISTANT BUDGET DIRECTOR AND ANALYST...	Z	1650	12
A260	ASSISTANT BUILDING DIRECTOR.....			
4370	ASSISTANT CASHIER, TAX COLLECTOR.....		1444	10
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	68
8183	ASSISTANT CHIEF ATTORNEY II.....	Z	8176	68
8124	ASSISTANT CHIEF DEPUTY SHERIFF (CIVIL)..			
A185	ASSISTANT CHIEF INVESTIGATOR.....			
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	18
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	47
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	67
5122	ASSISTANT CITY ARCHITECT.....	Z	5204	48
3643	ASSISTANT CITY ARCHIVIST.....	Z	3630	46
3668	ASSISTANT CITY LIBRARIAN.....	Z	3630	46
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	48
9158	ASSISTANT CLAIMS AGENT.....	Z	9144	76
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	8
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	67
1672	ASSISTANT CONTROLLER.....	Z	1650	12
2650	ASSISTANT COOK.....		2604	32
8316	ASSISTANT COUNSELOR.....		8320	74
1136	ASSISTANT COUNTY CLERK.....	Z	1840	17
8112	ASSISTANT COURT CLERK.....		1444	10
8260	ASSISTANT CRIMINALIST.....	Z	8260	72
A159	ASSISTANT DEPUTY DIRECTOR MAINTENANCE...			
5109	ASSISTANT DEPUTY FOR DEVELOPMENT.....	Z	1840	19
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	18
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	18
3586	ASSISTANT DIRECTOR FOR EDUCATION.....	Z	3542	44
2116	ASSISTANT DIRECTOR MEDICAL RECORDS.....	Z	1444	9
A111	ASSISTANT DIRECTOR MENTAL HEALTH SERVICE			
2366	ASSISTANT DIRECTOR OF NURSES, LHH.....	Z	2320	25
2368	ASSISTANT DIRECTOR OF NURSES, SFGH.....	Z	2320	25
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION.	Z	2320	25
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	4261	47
A192	ASSISTANT DIRECTOR WELFARE AUDITS.....			
A193	ASSISTANT DIRECTOR WELFARE RATE SETTING.			
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	65
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	1840	17
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	74
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	74
1240	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	4
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	49
A285	ASSISTANT ENVIRONMENTAL REVIEW OFFICER..			
3410	ASSISTANT GARDENER.....		7514	65
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	1840	17
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	1000	2
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	34
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	65
5306	ASSISTANT HYDROGRAPHER.....		5204	50

A243	ASSISTANT I TO CAO.....			
A242	ASSISTANT II TO CAO.....			
A241	ASSISTANT III TO CAO.....			
A240	ASSISTANT IV TO CAO.....			
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	50
1807	ASSISTANT MANAGEMENT ANALYST.....	Z	1840	17
5052	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	49
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	75
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	4
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	58
1950	ASSISTANT PURCHASER.....	Z	1952	22
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	42
2275	ASSISTANT RESIDENT I.....	Z		1
2277	ASSISTANT RESIDENT II.....	Z		1
2279	ASSISTANT RESIDENT III.....	Z		1
2281	ASSISTANT RESIDENT IV.....	Z		1
A212	ASSISTANT RETIREMENT ANALYST.....			
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1840	17
6208	ASSISTANT SEWER SAFETY INSPECTOR.....		6120	54
8315	ASSISTANT SHERIFF.....	Z	8304	73
1932	ASSISTANT STOREKEEPER.....		1934	21
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	42
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	10
3289	ASSISTANT TO MUNICIPAL STADIUMS MANAGER.		1840	16
9960	ASSISTANT TO PROFESSIONALS.....			1
1436	ASSISTANT TOXICOLOGIST.....	Z	2486	29
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	49
9160	ASSISTANT TRANSIT DISPATCHER.....		9144	76
A239	ASSISTANT V TO CAO.....			
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	49
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		1242	4
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	2996	40
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	51
1826	ASSOCIATE BUDGET ANALYST.....	Z	1650	12
5286	ASSOCIATE CIVIL ENGINEER.....	Z	5204	48
5038	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	49
5097	ASSOCIATE LAND ENGINEER, UTILITIES.....	Z	5204	48
5765	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	48
5054	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	49
9326	ASSOCIATE PORT TRAFFIC MANAGER.....	Z	1840	19
1491	ASSOCIATE REGISTRAR, SFCCD.....	Z	1840	17
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	49
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	49
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	49
2158	ASST ADMINISTRATOR, LAGUNA HONDA HOSP...	Z	1840	18
2140	ASST ADMINISTRATOR, SF GEN HOSPITAL.....	Z	1840	18
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	3450	43
3142	ASST BUSINESS MANAGER, REC AND PARK DEPT	Z	1650	12
4206	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	1650	12
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	8440	75

4263	ASST CHIEF TECHNICAL SERVICES, ASSESSOR. Z	4261	47
6127	ASST CHIEF, BUR OF ENVIRON HEALTH SERV.. Z	6120	54
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV Z	1736	14
1856	ASST CONTROL SUPERVISOR, EDP.....	1720	13
5180	ASST DIR OF DPW, PLANNING AND CONTROL... Z	5204	48
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING). Z	5278	52
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS. Z	5278	52
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART.... Z	1840	18
3583	ASST DIRECTOR FOR ADMISTRATION, MUSEUMS. Z	1840	18
3584	ASST DIRECTOR FOR COLLECTIONS, MUSEUMS.. Z	3542	44
2892	ASST DIRECTOR OF DPH, HOSPITAL SERVICES. Z	2230	23
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE.... Z	5204	48
5188	ASST DIRECTOR OF DPW, MAINT AND OPER.... Z	5204	48
1160	ASST DIRECTOR OF PURCHASING AND SERVICES Z	1000	3
A105	ASST DIRECTOR, ACTIVITIES AND VOLUNTEERS		
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE.. Z	7514	65
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS... Z	3284	41
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS.... Z	2910	38
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS. Z	1872	20
1277	ASST DIV MANAGER, SALARY STAND & EMP REL Z	1242	4
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION. Z	5204	48
5154	ASST DIVISION MANAGER, PENINSULA OPER... Z	5204	48
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..	7345	58
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION. Z	1650	12
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC.. Z	1840	18
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC. Z	1650	12
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV.. Z	1000	3
A144	ASST HOSPITAL ADMIN, MENTAL HEALTH.....		
7202	ASST PARK SUPT FOR STRUCTURAL MAINT..... Z	7344	57
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN. Z	1840	17
3280	ASST RECREATION DIRECTOR (PART TIME)....	3284	41
9395	ASST RENTAL MANAGER, PORT OF SF.....	4261	47
8464	ASST SECRETARY, COUNTY PAROLE COMM.....	8440	75
A118	ASST SUPERVISING COURT CLERK.....		
5179	ASST SUPT, BUILDING INSPECTION ADM..... Z	5204	48
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS.. Z	7344	57
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL..... Z	7345	59
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	7344	57
3466	ASST SUPT, PARKS SQUARES AND FACILITIES. Z	7514	65
5178	ASST SUPT, PROPERTY CONSERVATION..... Z	5204	48
8425	ASST TO DIR, CALIF PALACE LEGION OF HNOR	3542	44
2998	ASST TO DIR, COMMUN EDUC PLANNING PROJ.. Z	2910	39
B424	ASST TO DIRECTOR, M.H.DEYOUNG MUSEUM....	3542	44
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK. Z	1314	5
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL.... Z	1314	5
1859	ASST TO THE DIRECTOR OF INFORMATION..... Z	1840	18
2993	ASST TO THE DIRECTOR, COMM ON THE AGING. Z	2910	39
9179	ASST TRANSPORTATION DIVISION SUPT..... Z	9144	76
R 54	ATHLETIC ATTENDANT.....	3284	41
8185	ATTORNEY FOR THE PUBLIC ADMINISTRATOR... Z	8176	68

8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	68
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	68
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	21
2538	AUDIOMETRIST.....	Z	2556	30
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	63
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	63
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	63
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	63
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	63
7313	AUTOMOTIVE MACHINIST.....		7381	63
7332	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	63
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	63
7301	AUTOMOTIVE MECHANIC.....		7381	63
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	63
7410	AUTOMOTIVE SERVICE WORKER.....		7381	63
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	63
7208	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	63
8801	AUTOMOTIVE TRANSIT TECHNICAL ASSISTANT..			
8416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	24
2882	BAKER.....		2604	32
7303	BARBER.....		2312	24
3206	BEACH LIFEGUARD.....		3284	41
7324	BEAUTICIAN.....		2312	24
7202	BLACKSMITH SUPERVISOR I.....		7332	55
7305	BLACKSMITH.....		7332	55
7414	BLACKSMITH'S FINISHER.....		7332	55
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	15
1740	BLUEPRINTING MACHINE OPERATOR.....		1760	15
8236	BOILER INSPECTOR.....		7347	61
4312	BOND AND COUPON SUPERVISOR.....		1444	9
7 84	BOOK REPAIRER.....		3630	46
7416	BOOK REPAIRER.....		3630	46
4253	BOOKKEEPER.....			
1436	BOTANIST.....		1444	7
7307	BRICKLAYER.....		7514	66
7420	BRIDGETENDER.....		7334	56
1811	BUDGET DIRECTOR AND ANALYST, BD OF SUPVS	Z	1000	2
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	56
8207	BUILDING AND GROUNDS PATROL OFFICER.....		6204	69
5617	BUILDING CODE ANALYST.....	Z	5204	49
4259	BUILDING DIRECTOR.....			
8331	BUILDING INSPECTOR.....	Z	7344	57
5048	BUILDING MAINT AND REPAIR ASST ENGINEER.	Z	5204	49
5244	BUILDING MAINT AND REPAIR ENGINEER.....	Z	5204	49
2783	BUILDING MANAGER.....		2708	34
5214	BUILDING PLANS ENGINEER.....	Z	5204	48
7139	BUILDINGS AND GROUNDS MAINTENANCE SUPT..		7334	56
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	1650	12
8316	BUSINESS MANAGER, JUVENILE COURT.....	Z	1650	12
3104	BUSINESS MANAGER, REC AND PARK DEPT.....	Z	1650	12

9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1650	12
9187	CABLE CAR DIVISION MANAGER, MUNI RAILWAY	Z	9144	76
7223	CABLE MACHINERY SUPERVISOR.....		7334	56
7275	CABLE SPLICER SUPERVISOR I.....		7345	58
7308	CABLE SPLICER.....		7345	58
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	8
R101	CAMP ASSISTANT.....		3284	41
R102	CAMP MANAGER.....		3284	41
8272	CAMPUS CONTROL AIDE II.....		8204	69
7224	CAR AND AUTO PAINTER SUPERVISOR I.....		7346	60
7309	CAR AND AUTO PAINTER.....		7346	60
7226	CARPENTER SUPERVISOR I.....		7344	57
7272	CARPENTER SUPERVISOR II.....		7344	57
7344	CARPENTER.....		7344	57
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	1840	18
A191	CASH MANAGER.....			
4320	CASHIER I.....		1444	9
4321	CASHIER II.....		1444	9
4322	CASHIER III.....		1444	9
4372	CASHIER, TAX COLLECTOR.....		1444	10
4362	CASHIER, WATER DEPARTMENT.....		1444	10
7227	CEMENT MASON SUPERVISOR I.....		7514	66
7211	CEMENT MASON SUPERVISOR II.....		7514	66
7311	CEMENT MASON.....		7514	66
2394	CENTRAL PROCESSING AND DISTR SUPV.....		2320	25
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		2312	24
A222	CENTRAL SUPPLY ROOM SUPERVISOR.....			
Y 51	CERAMIST.....		3284	41
7312	CHAUFFEUR.....		7355	62
O 1	CHAUFFEUR, PASSENGER.....		7355	62
2656	CHEF.....		2604	32
1658	CHIEF ACCOUNTANT.....	Z	1650	12
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	1000	2
8436	CHIEF ADULT PROBATION OFFICER.....	Z	1000	3
4269	CHIEF APPRAISER.....	Z	4261	47
4282	CHIEF ASSISTANT ASSESSOR.....	Z	1000	3
1680	CHIEF ASSISTANT CONTROLLER.....	Z	1000	2
4384	CHIEF ASSISTANT TREASURER.....	Z	1840	18
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	1444	6
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	8176	68
8184	CHIEF ATTORNEY II.....	Z	8176	68
6334	CHIEF BUILDING INSPECTOR.....	Z	7344	57
B 68	CHIEF CLERK.....	Z	1444	6
1410	CHIEF CLERK.....	Z	1444	7
2578	CHIEF CLINICAL PSYCHOLOGIST.....	Z	2574	31
1129	CHIEF DEP REGISTRAR OF VOTERS-RECORDER..	Z	1840	17
A133	CHIEF DEPUTY REGISTRAR.....			
2612	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	9
8314	CHIEF DEPUTY SHERIFF.....	Z	8304	73
2626	CHIEF DIETITIAN.....	Z	2624	33

8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	8146	67
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	7345	58
8236	CHIEF FIRE ALARM DISPATCHER.....		8238	71
9379	CHIEF HARBOR ENGINEER.....	Z	5204	51
Y 42	CHIEF INSTALLER.....		3542	44
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....		1444	10
1115	CHIEF INVESTMENT OFFICER.....	Z	1840	17
3638	CHIEF LIBRARIAN.....	Z	3630	46
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	1000	3
2466	CHIEF MICROBIOLOGIST.....	Z	2444	27
8230	CHIEF MUSEUM GUARD.....		8204	69
3525	CHIEF MUSEUM PREPARATOR.....		3542	44
3430	CHIEF NURSERY SPECIALIST.....	Z	7514	65
2344	CHIEF OF SURGERY NURSES.....	Z	2320	25
1880	CHIEF OF SYSTEMS.....	Z	1872	20
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR...	Z	4261	47
0172	CHIEF OPERATING ENGINEER.....		7334	56
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	6
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	1650	12
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	61
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	1000	3
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
2440	CHIEF PUBLIC HEALTH CHEMIST.....	Z	2486	29
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	26
2283	CHIEF RESIDENT.....	Z		1
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR.	Z	6120	54
7288	CHIEF STATIONARY ENGINEER.....		7334	56
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	56
5216	CHIEF SURVEYOR.....	Z	5204	49
1710	CHIEF TELEPHONE OPERATOR.....		1444	9
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	10
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	48
7284	CHIEF WATER SERVICE INSPECTOR.....		7347	61
9357	CHIEF WHARFINGER.....	Z	1444	11
9384	CHIEF, BUR OF ADMIN FINANCE, PORT.....		1650	12
6126	CHIEF, BUR OF ENVIRONMENTAL HEALTH SERV.	Z	6120	54
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8204	69
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	2822	36
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....		1840	19
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	12
5101	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	5204	48
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	67
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	38
4328	CHIEF, PARKING METER COLLECTIONS.....		1444	9
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	38
2940	CHILD WELFARE WORKER.....	Z	2910	38
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	32
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	32
2678	CHILDREN'S CENTER KITCHEN HELPER.....		2604	32
2562	CHIROPRACTIC CONSULTANT.....	Z	2556	30

9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	52
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	2996	40
5124	CITY ARCHITECT.....	Z	5206	48
3644	CITY ARCHIVIST.....	Z	3630	46
8197	CITY ATTORNEY.....	Z	1000	3
3592	CITY COLLEGE READER.....	Z	3593	45
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	5204	48
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	5204	48
3670	CITY LIBRARIAN.....	Z	1000	3
5328	CITY PLANNING GRAPHICS AIDE.....		5204	50
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		5204	50
5276	CITY PLANNING INTERN.....	Z	5278	52
7277	CITY SHOPS ASST SUPERINTENDENT.....		7332	55
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7332	55
5208	CIVIL ENGINEER.....	Z	5204	48
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	50
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	50
5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	50
A187	CIVIL LEGAL ASSISTANT.....			
9157	CLAIMS ADJUSTER.....		9144	76
8141	CLAIMS ADJUSTER, RETIREMENT SYSTEM.....		8146	67
9155	CLAIMS INVESTIGATOR.....		9144	76
1474	CLAIMS PROCESS CLERK.....		1444	7
8156	CLAIMS RECORDS SUPERVISOR.....		1444	10
1494	CLERK I.....		1444	8
1495	CLERK II.....		1444	8
1496	CLERK III.....		1444	8
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	1000	2
1444	CLERK STENOGRAPHER.....		1444	7
1424	CLERK TYPIST.....		1444	7
1404	CLERK.....		1444	7
2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	27
2323	CLINICAL NURSE SPECIALIST.....		2320	25
A152	CLINICAL PHARMACIST.....			
2454	CLINICAL PHARMACIST.....		2450	28
2574	CLINICAL PSYCHOLOGIST.....	Z	2574	31
1902	CLOTHING ROOM ATTENDANT.....		2708	34
3456	CO AGRI COMMR AND SEALER OF WEIGHTS-MEA	Z	1000	3
1948	CODING SUPERVISOR, PURCHASING DEPT.....		1934	21
4366	COLLECTION SUPERVISOR, WATER DEPT.....		1444	10
4306	COLLECTIONS CLERK.....		1444	9
A233	COLLECTOR.....			
3591	COLLEGE AIDE.....		3593	45
4310	COMMERCIAL DIV ASST SUPERVISOR.....	Z	1444	9
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1444	6
1118	COMMERCIAL DIVISION MANAGER.....	Z	1444	6
4311	COMMERCIAL DIVISION SUPERVISOR.....	Z	1444	9
9396	COMMERCIAL PROPERTY MANAGER.....	Z	4261	47
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	58
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	58

9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	5
2967	COMMUNITY REP. OFFICE OF THE AGING.....		2910	38
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	38
9971	COMMUNITY WORKER.....		2910	39
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	67
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	14
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	14
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	14
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	20
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	14
1734	COMPUTER OPERATOR I.....		1736	14
1736	COMPUTER OPERATOR II.....		1736	14
1731	COMPUTER OPERATOR TRAINEE.....		1736	14
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	8
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	8
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	8
1501	CONFID SECY TO BUDGET DIR AND ANALYST...	Z	1444	8
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	8
A108	CONFID SECY, CHIEF ASSOC BUDGET ANALYST.			
8134	CONFIDENTIAL CRIME REPORTER.....		1444	10
1510	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	17
A030	CONFIDENTIAL SECRETARY TO CAO.....			
1506	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	17
1516	CONFIDENTIAL SECRETARY TO SUPT, SYCOO...		1444	8
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	17
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7394	57
8110	CONSTRUCTION INSPECTOR.....		5204	51
1470	CONSUMER ACCOUNTS SUPERVISOR.....	Z	1444	8
1330	CONSUMER RELATIONS REPRESENTATIVE.....		1444	6
A114	CONTRACT MANAGER.....			
1854	CONTROL CLERK, EDP.....		1720	13
1856	CONTROL SUPERVISOR, EDP.....		1720	13
1400	CONTROLLER.....	Z	1000	2
8190	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	68
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	47
4132	CONVENTION FACILITIES MANAGER.....	Z	4261	47
7454	COOK.....		2604	32
2642	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	32
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	32
9485	COORD PROS MONITOR, CITY DEMONSTR AGENCY	Z	5278	52
9408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	52
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	46
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	46
1106	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	1000	2
A025	COORDINATOR, EMERGENCY SERVICES.....			
A190	COORDINATOR, GAY SERVICES.....			
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	2996	40
5414	COORDINATOR, OPEN SPACE & PK RENOVATION.	Z	5278	52
2678	COORDINATOR, VOCATIONAL REHAB SERV, CMHS	Z	2574	31
8524	CORONER'S ESTATE INVESTIGATOR.....		8146	67

2580	CORONER'S INVESTIGATOR.....		8146	67
5370	COST ESTIMATOR.....		5204	50
8318	COUNSELOR II.....	Z	8320	74
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	8320	74
8320	COUNSELOR-JUVENILE HALL.....	Z	8320	74
1142	COUNTY CLERK.....	Z	1000	2
A101	COURT ALTERNATIVE SPECIALIST I.....			
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	75
A102	COURT ALTERNATIVE SPECIALIST II.....			
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	75
8138	COURT REPORTER.....		1444	10
B152	COURT ROOM CLERK.....		1444	6
3260	CRAFTS INSTRUCTOR.....	Z	3284	41
7423	CRIBBER ASSISTANT SUPERVISOR.....		7514	66
7422	CRIBBER.....		7514	66
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	75
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	75
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8440	75
8262	CRIMINALIST.....	Z	8260	72
A119	CRIMINOLOGIST I.....			
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	2320	25
A138N	CRITICAL CARE COORDINATOR.....			
3541	CURATOR I.....	Z	3542	44
3542	CURATOR II.....	Z	3542	44
3544	CURATOR III.....	Z	3542	44
3546	CURATOR IV.....	Z	3542	44
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	3284	41
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM...	Z	3284	42
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	7514	65
3547	CURATOR V.....	Z	3542	44
A264	CURATOR.....			
3540	CURATORIAL AIDE.....		3542	44
Y 14	CURATORIAL ASSISTANT.....		3542	44
2716	CUSTODIAL ASSISTANT SUPERVISOR.....		2708	34
2718	CUSTODIAL SUPERVISOR I.....		2708	34
A263	CUSTODIAN.....			
2708	CUSTODIAN.....		2708	34
3238	DANCE INSTRUCTOR.....	Z	3284	41
1720	DATA ENTRY OPERATOR.....		1720	13
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	20
9162	DAY TRANSIT DISPATCHER.....		9144	76
9334	DECKHAND, TUGS AND DREDGES.....		7355	62
4346	DELINQUENT REVENUE ASSISTANT SUPERVISOR.		1444	10
4348	DELINQUENT REVENUE SUPERVISOR.....	Z	1444	10
2202	DENTAL AIDE.....		2426	26
A153	DENTAL DIRECTOR.....			
2204	DENTAL HYGIENIST.....		2426	26
2210	DENTIST.....	Z	2230	23
3587	DEP DIR FOR ADMIN AND DEVELOP. MUSEUMS..	Z	1840	18
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		3542	44

1164	DEP DIR, HEALTH CARE SERV AND ADMIN SFGH	Z	1000	2
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		1000	2
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		1000	2
5182	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z	1000	3
A169	DEP GEN MGR ENGINEERING, P, MAINTENANCE.			
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	1242	4
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	1242	4
4179	DEPT SYSTEM MANAGEMENT OFFICER.....			
A105	DEPT SYSTEM MGMT OFFICER.....			
4154	DEPUTY ADMINISTRATOR.....			
2897	DEPUTY DIR FOR PROG PLAN DEV. RES. EVAL.		2574	31
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	8440	75
4112	DEPUTY DIRECTOR FOR ADULT SERVICES.....			
2895	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		2230	23
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		1840	18
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	2230	23
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	1000	3
5115	DEPUTY DIRECTOR OF PLANNING.....		5278	52
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	1000	2
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	1000	2
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	1000	3
A115	DEPUTY DIRECTOR, PROG PLAN AND DEVELOPMT			
5111	DEPUTY FOR DEVELOPMENT.....	Z	1840	19
2972	DEPUTY FOR NEIGHBORHOOD DEVELOPMENT.....	Z	2910	38
2990	DEPUTY FOR SOCIAL PROGRAMS.....	Z	2910	38
A171	DEPUTY GEN MANAGER FINANCE AND ADMIN....			
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		9144	76
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	9144	76
9185	DEPUTY GEN MGR, OPER AND ADMIN MUNI RWY.	Z	9144	76
A214	DEPUTY GENERAL MANAGER, OPERATIONS.....			
9181	DEPUTY PORT DIRECTOR (MARITIME AFFAIRS).	Z	1840	19
8124	DEPUTY SHERIFF.....		8304	73
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	5204	48
4374	DEPUTY TAX ADMINISTRATOR.....	Z	1840	18
A254	DEVELOPMENT DIRECTOR.....			
9337	DIESEL TUGBOAT OPERATOR.....		7355	62
2624	DIETITIAN.....	Z	2624	33
2582	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	2556	30
A117	DIR OF MENTAL HEALTH MGR INFO PROGRAM...			
2988	DIR, VOCATIONAL DEVELOPMT AND TRAINING..	Z	2910	38
3578	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	1000	3
9424	DIRECTOR OF ADMIN, CITY DEMONSTR AGENCY.	Z	5278	53
2184	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	18
9278	DIRECTOR OF AIRPORTS.....	Z	1000	3
4287	DIRECTOR OF ASSESSMENT SERVICES.....	Z	4261	47
A356	DIRECTOR OF CETA.....			
2759	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	23
9482	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	1000	3
1148	DIRECTOR OF FINANCE AND RECORDS.....	Z	1000	2
2638	DIRECTOR OF FOOD SERVICES, SFGH.....	Z	2624	33

1168	DIRECTOR OF HEALTH.....	Z	1000	3
1857	DIRECTOR OF INFORMATION.....	Z	1314	5
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	8320	74
2369	DIRECTOR OF NURSES, LNH.....	Z	2320	25
2370	DIRECTOR OF NURSES, SFGH.....	Z	2320	25
A150	DIRECTOR OF PATIENT ACCOUNTS.....			
A166	DIRECTOR OF PLANNING MUNI TRANSIT SYSTEM			
5116	DIRECTOR OF PLANNING.....	Z	1000	3
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....	Z	9144	76
4150	DIRECTOR OF PROPERTY.....	Z	1000	3
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	Z	2320	25
5190	DIRECTOR OF PUBLIC WORKS.....	Z	1000	3
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	1000	3
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	10
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	1242	4
1234	DIRECTOR OF TRAINING.....	Z	1242	4
4124	DIRECTOR PERFORM ARTS CTR AND WAR MEM...		1000	2
A268	DIRECTOR.....			
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	1840	18
2988	DIRECTOR, AGING PROGRAM.....	Z	1000	2
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	8320	74
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	1242	4
9490	DIRECTOR, CITY DEMONSTRATION AGENCY.....	Z	1000	3
1275	DIRECTOR, CLASSIFIED PERS AND EMP RELAT.	Z	1242	4
A267	DIRECTOR, COSTUME BANK.....			
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	1000	2
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	2230	23
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	1000	2
1282	DIRECTOR, EMPLOYEE RELATIONS DIVISION...	Z	1000	2
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	8176	68
A266	DIRECTOR, GRAPHIC SERVICES.....			
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	1000	3
8342	DIRECTOR, JUVENILE HALL.....	Z	8320	74
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD...	Z	5204	48
2118	DIRECTOR, MEDICAL RECORDS.....	Z	1444	9
A178	DIRECTOR, OFFICE OF PROG EVALUATION.....			
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	1242	4
A104	DIRECTOR, PROG EVALUTION AND SUPPORT....			
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	2444	27
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	2910	38
A254	DIRECTOR, SUPPORT SERVICES.....			
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	1000	3
A265	DIRECTOR, TECHNICAL SERVICES.....			
3346	DIRECTOR, ZOOLOGICAL ACTIVITIES.....	Z	7514	65
2806	DISEASE CONTROL INVESTIGATOR.....	Z	6120	54
8198	DISTRICT ATTORNEY.....	Z	1000	3
8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	8146	67
2234	DISTRICT HEALTH OFFICER.....	Z	2230	23
1278	DIVISION MANAGER, PERSONNEL.....	Z	1242	4
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	5204	48

8150	DOMESTIC RELATIONS INVESTIGATOR.....	Z	8146	67
5359	DRAFTING TECHNICIAN TRAINEE.....			1
3240	DRAMA INSTRUCTOR.....	Z	3284	41
9335.1	DREDGE LEVER OPERATOR.....		7355	62
0101	DRESSING ROOM ATTENDANT.....		2708	34
7424	DRYER-MIXER OPERATOR.....		7355	62
1730	EDP CENTER ASST SUPERVISOR (RAMAC).....	Z	1736	14
1732	EDP CENTER SUPERVISOR (RAMAC).....	Z	1736	14
A210	EDP MANAGEMENT INFO SYSTEM MANAGER.....			
9306	EDP PROGRAMMER, PORT.....		1872	20
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	2996	40
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....		1444	8
2848	EDUCATIONAL DIRECTOR, PUB HEALTH NURSING	Z	2320	25
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	7345	58
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	7345	58
1403	ELECTIONS CLERK.....		1444	6
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.		1444	7
1475	ELECTIONS PLANNING SUPERVISOR.....	Z	1444	7
1414	ELECTIONS SUPERVISOR.....		1444	7
1471	ELECTIONS WORKER.....		1444	7
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....		7381	63
7319	ELECTRIC MOTOR REPAIRER.....		7381	63
5240	ELECTRICAL ENGINEER.....	Z	5204	49
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		5204	50
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		5204	50
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		5204	50
6248	ELECTRICAL INSPECTOR.....	Z	7345	58
7432	ELECTRICAL LINE HELPER.....		7345	58
7338	ELECTRICAL LINE WORKER.....		7345	58
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	63
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...		7381	63
A203	ELECTRICAL TRANSIT MECHANIC SUPERVISOR I			
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....		7381	63
7379	ELECTRICAL TRANSIT MECHANIC.....		7381	63
7409	ELECTRICAL TRANSIT SERVICE WORKER.....		7381	63
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....		7381	63
A202	ELECTRICAL TRANSIT TECHNICIAN.....			
7238	ELECTRICIAN SUPERVISOR I.....		7345	58
7276	ELECTRICIAN SUPERVISOR II.....		7345	58
7345	ELECTRICIAN.....		7345	58
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	26
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	26
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	26
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	58
1733	ELECTRONIC DATA PROCESSING AIDE.....			1
A293	ELECTRONIC MAINT TECH ASST SUPV.....			
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	58
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	58
7321	ELEVATOR MECHANIC.....		7334	56
7426	ELEVATOR OPERATOR.....		8204	69

2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	37
2903	ELIGIBILITY WORKER.....		2903	37
2130	EMERGENCY HOSPITAL SERV ASST SUPT.....	Z	2312	24
2132	EMERGENCY HOSPITAL SERV SUPT.....	Z	2312	24
8247	EMERGENCY PLANNING COORDINATOR.....	Z	5278	52
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	2910	38
1280	EMPLOYEE RELATIONS REPRESENTATIVE.....	Z	1242	4
2992	EMPLOYMT CONTRACT COMPLIANCE OFFICER I..	Z	2996	40
2978	EMPLOYMT CONTRACT COMPLIANCE OFFICER II.		2996	40
9366	ENGINEERING AIDE, PORT.....		5204	51
5366	ENGINEERING ASSOCIATE II.....		5204	50
3590	ENGLISH READER.....	Z	3593	45
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	6120	54
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	52
A287	ENVIRONMENTAL REVIEW SPECIALIST II.....			
A286	ENVIRONMENTAL REVIEW SPECIALIST III.....			
1405	EQUALIZATION CLERK.....		1444	7
1445	EQUALIZATION CLERK-STENOGRAPHER.....		1444	7
1425	EQUALIZATION CLERK-TYPIST.....		1444	7
1427	EQUALIZATION RECORDS CONTROL CLERK.....		1444	7
4230	ESTATE INVESTIGATOR.....	Z	8146	67
4234	ESTATE TAX SECRETARY.....		1444	9
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	3284	41
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	17
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	1840	17
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	1000	2
A127	EXEC ASST TO THE DIRECTOR OF HEALTH			
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	1840	18
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	1000	2
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	1000	3
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	75
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	1000	2
4120	EXEC SECY BD OF TR, ASST MG DIR, WAR MEM	Z	1840	18
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1840	18
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	18
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	19
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	17
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	1000	2
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	1000	2
1845	EXECUTIVE REPRESENTATIVE.....		1840	17
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	1444	8
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	1650	12
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	8146	67
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	8146	67
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	8146	67
9114	FARE COLLECTIONS CASHIER.....		1444	10
9110	FARE COLLECTIONS RECEIVER.....		1444	10
9112	FARE COLLECTIONS TELLER.....		1444	10
A174	FARE EQUIPMENT TECHNICIAN.....			
3402	FARMER.....		7514	65

3480	FARMERS MARKET MANAGER.....		1840	18
7560	FIELD CONSERVATION AIDE.....			1
7562	FIELD CONSERVATION LEADER.....		7514	66
7566	FIELD CONSERVATION SUPERINTENDENT.....		7514	66
7564	FIELD CONSERVATION SUPERVISOR II.....		7514	66
1914	FILM SERVICE TECHNICIAN.....		1934	21
1487	FINANCIAL AIDS ASSISTANT.....		2903	37
1679	FINANCIAL REPORTS SPECIALIST.....	Z	1650	12
8249	FINGERPRINT TECHNICIAN I.....		8260	72
8250	FINGERPRINT TECHNICIAN II.....		8260	72
8251	FINGERPRINT TECHNICIAN III.....		8260	72
8234	FIRE ALARM DISPATCHER.....		8238	71
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		7347	61
7323	FIRE DEPT WATER SYSTEM ASST SUPV.....		7347	61
5215	FIRE PROTECTION ENGINEER.....	Z	5204	49
9990	FIRE SAFETY TECHNICIAN.....		8204	69
1666	FISCAL OFFICER, DEPT OF PUBLIC HEALTH...	Z	1650	12
A139	FLEET SUPERINTENDENT.....			
2661	FOOD SERVICE ADMINISTRATOR.....	Z	2604	32
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	2624	33
2618	FOOD SERVICE SUPERVISOR.....		2604	32
2604	FOOD SERVICE WORKER.....		2604	32
A110	FORENSIC TOXICOLOGIST.....			
4745	FUSION WELDER.....		7332	55
3418	GARDENER ASSISTANT SUPERVISOR.....		7514	65
3416	GARDENER.....		7514	65
5144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	1000	2
9159	GENERAL CLAIMS AGENT.....	Z	9144	76
8222	GENERAL CLERK.....		1444	6
8403	GENERAL CLERK-STENOGRAPHER.....		1444	6
8512	GENERAL CLERK-TYPIST.....		1444	6
7215	GENERAL LABORER SUPERVISOR I.....		7514	66
7514	GENERAL LABORER.....		7514	66
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	1000	2
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	1000	3
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	1000	3
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	1840	19
9166	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	1000	2
1492	GENERAL MANAGER, PERSONNEL.....	Z	1000	2
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	1000	3
2706	GENERAL SERVICES MANAGER.....		2708	34
2742	GENERAL SERVICES SUPERVISOR.....		2708	34
7305	GENERAL UTILITY MECHANIC.....		7381	63
7333	GLAZIER SUPERVISOR I.....		7344	57
7326	GLAZIER.....		7344	57
3286	GOLF COURSE STARTER.....		3284	41
3230	GOLF DIRECTOR.....	Z	3284	41
7327	GRANITE CUTTER.....		7514	66
A163	GRANT AND FISCAL OFFICER.....			
A198	GRANT COORDINATOR.....			

5322	GRAPHIC ARTIST.....		5204	50
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...			1
2546	HANDICRAFT INSTRUCTOR.....		2556	30
9352	HARBOR POLICE CAPTAIN.....	Z	8204	69
9350	HARBOR POLICE OFFICER.....		8204	69
9351	HARBOR POLICE SERGEANT.....		8204	69
1656	HEAD ACCOUNTANT.....	Z	1650	12
9242	HEAD AIRPORT ELECTRICIAN.....		7345	59
3324	HEAD ANIMAL KEEPER.....		7514	65
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	68
B234	HEAD CLERK.....		1444	6
9336	HEAD DREDGE LEVER OPERATOR.....		7355	62
7351	HEAD HEAT CUTTER.....		2604	32
2322	HEAD NURSE.....		2320	25
2342	HEAD NURSE, SURGERY.....	Z	2320	25
8210	HEAD PARK PATROL OFFICER.....		8204	69
1774	HEAD PHOTOGRAPHER.....		1770	16
A250	HEAD STATISTICAL AND ECONOMIC ANALYST...			
2119	HEALTH CARE ANALYST.....	Z	1840	18
A156	HEALTH CARE AUDIT COORDINATOR.....			
1635	HEALTH CARE BILLING CLERK I.....		1444	8
1636	HEALTH CARE BILLING CLERK II.....		1444	8
A130	HEALTH COMMUNICATIONS SPECIALIST.....			
A132	HEALTH EDUCATION ASSOCIATE.....			
2822	HEALTH EDUCATOR.....	Z	2822	36
2589	HEALTH PROGRAM COORDINATOR I.....	Z	2910	38
2591	HEALTH PROGRAM COORDINATOR II.....	Z	2910	38
2593	HEALTH PROGRAM COORDINATOR III.....	Z	2910	38
A155	HEALTH SERVICE DIRECTOR.....			
2585	HEALTH WORKER I.....		2910	38
2586	HEALTH WORKER II.....		2910	38
2587	HEALTH WORKER III.....		2910	38
2588	HEALTH WORKER IV.....		2910	38
6235	HEAT AND VENTILATION INSPECTOR.....		7334	56
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	7355	62
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	7355	62
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		7331	63
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER..	Z	5204	48
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	5204	48
2420	HISTOLOGY TECHNICIAN.....		2312	24
7428	HODCARRIER.....		7514	66
2994	HOMEMAKER.....		2910	39
A157	HOSPITAL ADMINISTRATIVE ASSISTANT.....			
A231	HOSPITAL BILLER I.....			
A232	HOSPITAL BILLER II.....			
A234	HOSPITAL CLAIMS SUPERVISOR.....			
A237	HOSPITAL DIRECTOR OF FISCAL PLANNING....			
2908	HOSPITAL ELIGIBILITY WORKER.....		2903	37
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		2903	37
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z	6120	54

2706	HOUSEKEEPER.....		2708	34
5308	HYDROGRAPHER.....		5204	50
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	5204	50
7520	INCINERATOR OPERATOR.....		2708	34
A215	INDUSTRIAL CLAIM ADJUSTER.....			
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	67
A146	INFECTION CONTROL COORDINATOR.....			
2504	INHALATION THERAPIST.....		2556	30
4240	INHERITANCE TAX EXAMINER.....		1444	9
3424	INSECTICIDE SPRAY OPERATOR.....		7514	65
6220	INSPECTOR OF WEIGHTS AND MEASURES.....		3450	43
7524	INSTITUTION UTILITY WORKER.....		2708	34
2120	INSTITUTIONAL ADMITTING OFFICER.....		2312	24
8206	INSTITUTIONAL POLICE CAPTAIN.....		8204	69
8209	INSTITUTIONAL POLICE LIEUTENANT.....	Z	8204	69
8204	INSTITUTIONAL POLICE OFFICER.....		8204	69
8205	INSTITUTIONAL POLICE SERGEANT.....		8204	69
3593	INSTRUCTIONAL AIDE I.....		3593	45
3594	INSTRUCTIONAL AIDE II.....		3593	45
2350	INSTRUCTOR OF NURSING.....	Z	2320	25
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR...	Z	5278	52
8273	INTERNE.....	Z		1
1920	INVENTORY CLERK.....		1444	9
4334	INVESTIGATOR, TAX COLLECTOR.....		1444	9
3404	JAIL FARM SUPERVISOR.....		7514	65
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	34
2720	JANITORIAL SERVICES SUPERVISOR.....		2708	34
1626	JUNIOR ACCOUNT CLERK.....		1444	8
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	1840	17
5202	JUNIOR CIVIL ENGINEER.....	Z	5204	48
1442	JUNIOR CLERK STENOGRAPHER.....		1444	7
1422	JUNIOR CLERK TYPIST.....		1444	7
1402	JUNIOR CLERK.....		1444	6
5234	JUNIOR ELECTRICAL ENGINEER.....	Z	5204	49
5271	JUNIOR LANDSCAPE ARCHITECT.....	Z	5204	49
1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	1840	17
5250	JUNIOR MECHANICAL ENGINEER.....	Z	5204	49
3285	JUNIOR MUSEUM DIRECTOR.....	Z	3284	41
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	2486	29
7333	JUNIOR STATIONARY ENGINEER.....		7334	56
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	5204	49
2404	LABORATORY APPRENTICE.....		2312	24
2402	LABORATORY HELPER.....		2312	24
2401	LABORATORY TRAINEE.....			1
3406	LAND USE AIDE.....	Z	4261	47
5274	LANDSCAPE ARCHITECT.....	Z	5204	50
3440	LANDSCAPING AND STREET PLANTING SUPV....		7514	65
2782	LAUNDRY SUPERINTENDENT.....		2760	35
2780	LAUNDRY WORKER SUPERVISOR.....		2760	35
2760	LAUNDRY WORKER.....		2760	35

B160	LAW CLERK.....		1444	6
A181	LAW OFFICE MANAGER.....			
A176	LEAD ELECTRIC MAINTENANCE TECHNICIAN....			
8106	LEGAL PROCESS CLERK.....		1444	10
B410	LEGAL STENOGRAPHER.....		1444	6
1458	LEGAL STENOGRAPHER.....		1444	7
8118	LEGISLATION CLERK.....		1444	10
8116	LEGISLATIVE CALENDAR CLERK.....		1444	10
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	7
3630	LIBRARIAN I.....	Z	3630	46
3632B	LIBRARIAN II ASIAN ART.....	Z	3630	46
3632A	LIBRARIAN II FINE ARTS.....	Z	3630	46
3632	LIBRARIAN II.....	Z	3630	46
3634	LIBRARIAN III.....	Z	3630	46
3611	LIBRARY ASSISTANT (NEW CAREERS).....		3630	46
3610	LIBRARY ASSISTANT.....		3630	46
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		3630	46
3602	LIBRARY PAGE.....		3630	46
3616	LIBRARY TECHNICAL ASSISTANT I.....		3630	46
3618	LIBRARY TECHNICAL ASSISTANT II.....		3630	46
4336	LICENSE BUREAU ASSISTANT SUPERVISOR.....		1444	9
4338	LICENSE BUREAU SUPERVISOR.....	Z	1444	9
2312	LICENSED VOCATIONAL NURSE.....		2312	24
R110	LIFEGUARD.....		3284	41
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		5204	51
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		7345	59
6252	LINE INSPECTOR.....	Z	7345	58
3202	LOCKER ROOM ATTENDANT.....		3284	41
7236	LOCKSMITH SUPERVISOR I.....		7344	57
7342	LOCKSMITH.....		7344	57
1644	MACHINE ACCOUNTING TECHNICIAN.....		1444	8
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7332	55
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	15
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	57
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	57
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....		7344	57
7434	MAINTENANCE MACHINIST HELPER.....		7332	55
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7332	55
7332	MAINTENANCE MACHINIST.....		7332	55
1815	MANAGEMENT AIDE.....		1840	17
1825	MANAGEMENT ANALYST.....	Z	1840	17
1842	MANAGEMENT ASSISTANT.....	Z	1840	17
9373	MANAGER OF MARKETING.....	Z	1314	5
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	20
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z	1840	18
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	1872	20
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	1000	2
9702	MANPOWER SPECIALIST I.....	Z	1242	4
9704	MANPOWER SPECIALIST II.....	Z	1242	4
9706	MANPOWER SPECIALIST III.....	Z	1242	4

9708	MANPOWER SPECIALIST IV.....	Z	1242	4
3232	MARINA ASSISTANT MANAGER.....		8204	69
3234	MARINA MANAGER.....		8204	69
4250	MARINE APPRAISER.....	Z	4261	47
9335	MARINE FIRE AND BOILER OPERATOR.....		7355	62
9333	MARINE PATROL OFFICER.....		8204	69
3582	MARITIME MUSEUM DIRECTOR.....	Z	3542	44
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	1840	19
A262	MASTER TECHNICIAN.....			
1924	MATERIALS AND SUPPLIES SUPERVISOR.....		1934	21
5304	MATERIALS TESTING AIDE.....		5204	50
5305	MATERIALS TESTING TECHNICIAN.....		5204	50
1190	MAYOR.....	Z	1000	2
1848	MAYOR'S PROGRAM CONSULTANT.....	Z	1840	18
1849	MAYOR'S PROGRAM MANAGER.....	Z	1840	18
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z	1650	12
7350	MEAT CUTTER.....		2604	32
6309	MECHANICAL CONSTRUCTION INSPECTOR.....		5204	51
5256	MECHANICAL ENGINEER.....	Z	5204	49
5342	MECHANICAL ENGINEERING ASSISTANT I.....		5204	50
5344	MECHANICAL ENGINEERING ASSISTANT II.....		5204	50
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		5204	50
7184	MECHANICAL SHOP AND EQUIPMENT ASST SUPT.	Z	7301	63
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		7361	63
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	2230	23
8166	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....		1444	10
8170	MEDICAL CLAIMS SUPERVISOR.....	Z	1444	10
1464	MEDICAL CLERK STENOGRAPHER.....		1444	7
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	2230	23
2430	MEDICAL EXAMINATIONS ASSISTANT.....		2426	26
3458	MEDICAL LIBRARIAN.....	Z	3630	46
2110	MEDICAL RECORDS CLERK.....		1444	9
3450	MEDICAL RECORDS LIBRARIAN.....		1444	9
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...		1444	9
2112	MEDICAL RECORDS TECHNICIAN.....		1444	9
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	2910	38
2920	MEDICAL SOCIAL WORKER.....	Z	2910	38
2528	MEDICAL STEWARD.....		2312	34
1446	MEDICAL TRANSCRIBER TYPIST.....		1444	7
1636	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		1840	17
2823	MENTAL HEALTH EDUCATOR.....	Z	2822	36
A113	MENTAL HEALTH PLANNER.....			
A134	MENTAL HEALTH PLANNER.....			
1490	MESSAGE CENTER SUPERVISOR.....		1444	8
7389	METALSMITH.....		7332	55
1466	METER READER.....		1444	7
A295	METRO OPERATIONS MANAGER.....			
9181	METRO OPERATIONS MANAGER.....	Z	9144	76
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	5
2462	MICROBIOLOGIST.....	Z	2444	27

1750	MICROPHOTO TECHNICIAN.....		1760	15
1854	MINI-PARK PROGRAM COORDINATOR.....	Z	3284	41
2520	MORGUE ATTENDANT.....		2312	24
3539	MULTI-MEDIA TECHNICIAN.....	Z	3284	42
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		7514	65
3268	MUNICIPAL STADIUMS MANAGER.....	Z	1840	18
8218	MUNICIPAL TRANSIT POLICE OFFICER.....	Z	8204	69
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	44
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	44
3526	MUSEUM CONSERVATOR ASSISTANT.....		3542	44
3528	MUSEUM CONSERVATOR.....		3542	44
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....		3542	44
3550	MUSEUM EXHIBITION DESIGNER.....	Z	3542	44
8226	MUSEUM GUARD.....		8204	69
3534	MUSEUM PHOTOGRAPHER.....		1770	16
3520	MUSEUM PREPARATOR.....		3542	44
3556	MUSEUM REGISTRAR.....		3542	44
8231	MUSEUM SERVICES CO-ORDINATOR.....	Z	8204	69
3246	MUSIC ASSISTANT.....	Z	3284	41
3614	MUSIC LIBRARIAN.....		3284	42
8423	NEIGHBORHOOD COORDINATOR.....	Z	8440	75
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....			1
2328	NURSE PRACTITIONER.....		2320	25
3428	NURSERY SPECIALIST.....		7514	65
2324	NURSING SUPERVISOR.....	Z	2320	25
2326	NURSING SUPERVISOR, PSYCHIATRIC.....	Z	2320	25
2846	NUTRITIONIST.....	Z	2624	33
2548	OCCUPATIONAL THERAPIST.....	Z	2556	30
A219	OCCUPATIONAL THERAPY AIDE.....			
A261	OFFICE MANAGER RECEPTIONIST.....			
A251	OFFICE MANAGER.....			
1760	OFFSET MACHINE OPERATOR.....		1760	15
A121	OMBUDSMAN.....			
C252	OPERA HOUSE ATTENDANT.....		2708	34
7328	OPERATING ENGINEER, UNIVERSAL		7355	62
2340	OPERATING ROOM NURSE.....		2320	25
2310	OPERATING ROOM TECHNICIAN.....		2312	24
1829	OPERATIONS ANALYST.....	Z	1840	17
2560	OPTOMETRIC CONSULTANT.....	Z	2556	30
2561	OPTOMETRIST.....		2556	30
3250	ORCHESTRA INSTRUCTOR.....	Z	3284	41
2301	ORDERLY TRAINEE.....		2312	24
2302	ORDERLY.....		2312	24
Y 6	ORGANIST.....		3284	41
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....		7332	55
7395	ORNAMENTAL IRON WORKER.....		7332	55
2514	ORTHOPEDIC TECHNICIAN I.....		2312	24
2515	ORTHOPEDIC TECHNICIAN II.....		2312	24
7242	PAINTER SUPERVISOR I.....		7346	60
7278	PAINTER SUPERVISOR II.....		7346	60

7346	PAINTER		7346	60
A182	PARA LEGAL			
8203	PARK PATROL OFFICER		8204	69
3422	PARK SECTION SUPERVISOR		7514	65
1104	PARKING AUTHORITY DIRECTOR	Z	1000	2
8214	PARKING CONTROL OFFICER		8214	70
A137	PARKING CONTROL SUPERVISOR			
4326	PARKING METER COLLECTION SUPERVISOR		1444	9
4324	PARKING METER COLLECTOR		1444	9
7243	PARKING METER REPAIRER SUPERVISOR I		7384	64
7444	PARKING METER REPAIRER		7384	64
9339	PARKING METER REPAIRER, PORT		7384	64
3350	PARKS SUPERINTENDENT	Z	7514	65
A035	PATIENT ACCOUNT MANAGER			
1637	PATIENT ACCOUNTS CLERK		1444	8
1664	PATIENT ACCOUNTS MANAGER	Z	1444	8
1663	PATIENT ACCOUNTS SUPERVISOR		1444	8
A158	PATIENT REPRESENTATIVE			
7358	PATTERNMAKER		7344	57
1220	PAYROLL CLERK		1444	6
1218	PAYROLL SUPERVISOR	Z	1444	6
4220	PERSONAL PROPERTY AUDITOR	Z	1650	12
1242	PERSONNEL ANALYST	Z	1242	4
1202	PERSONNEL CLERK		1444	6
1229	PERSONNEL OFFICE SUPERVISOR		1444	6
1201	PERSONNEL TECHNICAN TRAINEE			1
2450	PHARMACIST	Z	2450	28
2406	PHARMACY HELPER		2312	24
2409	PHARMACY TECHNICIAN		2312	24
1772	PHOTO-LITHOGRAPHER		1760	15
1770	PHOTOGRAPHER		1770	16
3258	PHOTOGRAPHY DIRECTOR	Z	3284	41
3256	PHOTOGRAPHY INSTRUCTOR	Z	3284	41
1927	PHYSICAL EDUCATION ASSISTANT		3284	41
2556	PHYSICAL THERAPIST	Z	2556	30
2554	PHYSICAL THERAPY AIDE		2556	30
2230	PHYSICIAN SPECIALIST	Z	2230	23
2230	PHYSICIAN	Z	2230	23
3248	PIANIST	Z	3284	41
7359	PIANO TUNER		3284	42
9330	PILE WORKER		7344	57
9331	PILEDRIVER ENGINE OPERATOR		7355	62
9332	PILEDRIVER SUPERVISOR I		7344	57
7340	PIPE WELDER		7347	61
6262	PLAN CHECKER (ARCHITECTURAL)		5204	50
6264	PLAN CHECKER (ENGINEERING)		5204	51
5277	PLANNER I	Z	5278	52
5278	PLANNER II	Z	5278	52
5292	PLANNER III (ZONING)	Z	5278	52
5280	PLANNER III	Z	5278	52

5280A	PLANNER III, ADMINISTRATIVE.....	Z	5278	52
5280C	PLANNER III, TRANSPORTATION.....	Z	5278	52
5280B	PLANNER III, URBAN DESIGN.....	Z	5278	52
5294	PLANNER IV (ZONING).....	Z	5278	52
5282	PLANNER IV.....	Z	5278	52
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST..	Z	5278	52
5282A	PLANNER IV, URBAN SYSTEMS ANALYST.....	Z	5278	52
5297	PLANNER V (ZONING).....	Z	5278	52
5283	PLANNER V, URBAN DESIGN.....	Z	5278	52
5412	PLANNING COORDINATOR.....	Z	5278	52
7361	PLASTERER.....		7514	66
7213	PLUMBER SUPERVISOR I.....		7347	61
7239	PLUMBER SUPERVISOR II.....		7347	61
7347	PLUMBER.....		7347	61
6242	PLUMBING INSPECTOR.....	Z	7347	61
8274	POLICE CADET.....		8214	70
8238	POLICE COMMUNICATIONS DISPATCHER.....		8238	71
9901	POLICE OFFICER SPECIALIST YOUTH PROGRAM.			1
I702	POLICE RING-IN OPERATOR.....		1444	9
8213	POLICE SERVICES AIDE.....		8214	70
1803	POLICE STATISTICAL CLERK.....		1444	9
3208	POOL LIFEGUARD.....		3284	41
9397	PORT DEVELOPMENT CONSULTANT.....		5278	52
9389	PORT TRAFFIC ANALYST.....	Z	1840	19
9387	PORT TRAFFIC MANAGER.....	Z	1840	19
2738	PORTER ASSISTANT SUPERVISOR.....		2708	34
2740	PORTER SUPERVISOR I.....		2708	34
2736	PORTER.....		2708	34
7130	POWER AND PLANT SUPERINTENDENT.....	Z	7345	58
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		7345	58
7128	POWER HOUSE SUPERINTENDENT.....	Z	7345	58
A180	POWER PLANT ELEC SUPERINTENDENT II.....			
7244	POWER PLANT SUPERVISOR I.....		7345	58
7279	POWERHOUSE ELECTRICIAN SUPV II.....	Z	7345	58
7363	POWERHOUSE ELECTRICIAN.....		7345	58
7364	POWERHOUSE OPERATOR.....		7345	58
1281	PRIN EMPLOYEE RELATIONS REPRESENTATIVE..	Z	1242	4
1256A	PRIN PERSONNEL ANALYST(NEW CAREERS PROG)	Z	1242	4
1634	PRINCIPAL ACCOUNT CLERK.....		1444	8
1654	PRINCIPAL ACCOUNTANT.....	Z	1650	12
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	1840	17
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	47
5273	PRINCIPAL ARCHITECT.....	Z	5204	50
A109	PRINCIPAL ASSOCIATE BUDGET ANALYST.....			
5212	PRINCIPAL CIVIL ENGINEER.....	Z	5204	48
1450	PRINCIPAL CLERK STENOGRAPHER.....		1444	7
1408	PRINCIPAL CLERK.....		1444	7
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	6120	54
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....		1444	10
4244	PRINCIPAL INHERITANCE TAX EXAMINER.....	Z	1444	9

4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	9
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	7
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	44
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	6
4324	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	1650	12
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	4
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	67
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	47
3241	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	42
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	47
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	7
1726	PRINCIPAL TABULATING MACHINE OPERATOR...		1720	13
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	6
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	49
1430	PRINCIPAL WATER SERVICES CLERK.....		1444	8
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	68
8419	PRISONER SERVICES COUNSELOR.....	Z	8440	75
8401	PROBATION ASSISTANT.....		8440	75
8402	PROBATION OFFICER TRAINEE.....	Z	8440	75
8440	PROBATION OFFICER.....	Z	8440	75
8102	PROCESS SERVER.....		1444	10
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	53
2894	PROGRAM CHEIF, COMMUNITY PUBLIC HEALTH..	Z	2230	23
2895	PROGRAM CHIEF, CMHS.....		2230	23
1894	PROGRAM CHIEF, COMM PUB HEALTH SERVICES.			
9461	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	52
9463	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	52
1870	PROGRAMMER ANALYST TRAINEE.....	Z	1872	20
1872	PROGRAMMER ANALYST.....	Z	1872	20
1850	PROJ COORDINATOR, NEIGHBORHD YOUTH CORPS	Z		1
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z		1
A304	PROJ MANAGER, SIGNALS AND COMMUNICATIONS			
8415	PROJECT COORDINATOR.....	Z	8440	75
A363	PROJECT MANAGER, FACILITIES AND MAINT...			
A302	PROJECT MANAGER, OPERATIONS.....			
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	20
A138	PROPERTY MANAGER.....			
A136	PROPERTY REHABILITATION MANAGER.....	Z	7344	57
8170	PROPERTY STAGE HAND.....		7344	57
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	8146	67
2304	PSYCHIATRIC ORDERLY.....		2312	24
2938	PSYCHIATRIC SOCIAL WORK DIRECTOR.....	Z	2910	38
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
2305	PSYCHIATRIC TECHNICIAN.....		2312	24
1126	PUBLIC ADMINISTRATOR.....	Z	1000	2
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	7344	57
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	7344	57
8196	PUBLIC DEFENDER.....	Z	1000	3
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	67
2486	PUBLIC HEALTH CHEMIST.....	Z	2486	29

2830	PUBLIC HEALTH NURSE.....	Z	2320	25
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	2320	25
1312	PUBLIC INFORMATION OFFICER.....	Z	1314	5
1310	PUBLIC RELATIONS ASSISTANT.....		1444	6
1314	PUBLIC RELATIONS OFFICER.....	Z	1314	5
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	5
1341	PUBLIC SERVICE ASSISTANT.....		1444	6
1344	PUBLIC SERVICE DIRECTOR, MAYOR'S OFFICE.	Z	1314	5
9910	PUBLIC SERVICE TRAINEE.....			1
9941	PUBLIC WORKS AIDE LEADER.....		7514	66
9940	PUBLIC WORKS AIDE.....		7514	66
1320	PUBLICITY REPRESENTATIVE	Z	1314	5
1952	PURCHASER.....	Z	1952	22
1954	PURCHASER, PRINTING.....	Z	1952	22
A258	PURCHASING AGENT.....			
3535	RADIO ANNOUNCER - OPERATOR.....		5204	48
5246	RADIO ENGINEER.....	Z	5204	49
7367	RADIO TECHNICIAN.....		5204	51
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	26
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	26
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	26
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	26
2240	RADIOLOGIST.....	Z	2230	23
4256	REAL ESTATE ANALYST.....	Z	4261	47
4261T	REAL PROPERTY APPRAISER TRAINEE.....		4261	47
4261	REAL PROPERTY APPRAISER.....	Z	4261	47
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	47
A257	RECEPTIONIST TYPIST.....			
9955	RECORDS CLERK.....			1
3284	RECREATION DIRECTOR.....	Z	3284	41
3294	RECREATION SUPERINTENDENT.....	Z	3284	42
3289	RECREATION SUPERVISOR.....	Z	3284	42
6233	REFRIGERATOR INSPECTOR.....		7334	56
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	1314	5
2320	REGISTERED NURSE.....		2320	25
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	1000	2
2962	REHABILITATION CENTER ASSISTANT MANAGER.	Z	8320	74
2964	REHABILITATION CENTER MANAGER.....	Z	8320	74
2960	REHABILITATION CENTER WORK SUPERVISOR...		8320	74
2566	REHABILITATION COUNSELOR.....	Z	2910	38
8420	REHABILITATION SERVICES COORDINATOR.....	Z	8440	75
4110	RENTAL PROPERTY SUPERVISOR.....	Z	4261	47
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	2936	40
1763	REPRODUCTION SUPERVISOR I.....		1760	15
1802	RESEARCH ASSISTANT.....	Z	1650	12
2575	RESEARCH PSYCHOLOGIST.....	Z	2574	31
2710	RESIDENCE MANAGER.....		2708	34
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	6120	54
A213	RETIREMENT ANALYST.....			
A211	RETIREMENT SPECIALIST.....			

4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	9
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	7
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	44
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	6
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	1650	12
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	4
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	67
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	47
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	42
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	47
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	7
1726	PRINCIPAL TABULATING MACHINE OPERATOR...		1720	13
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	6
5253	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	49
1480	PRINCIPAL WATER SERVICES CLERK.....		1444	8
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	68
8419	PRISONER SERVICES COUNSELOR.....	Z	8440	75
8401	PROBATION ASSISTANT.....		8440	75
8402	PROBATION OFFICER TRAINEE.....	Z	8440	75
8440	PROBATION OFFICER.....	Z	8440	75
8102	PROCESS SERVER.....		1444	10
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	53
2894	PROGRAM CHEIF, COMMUNITY PUBLIC HEALTH..	Z	2230	23
2895	PROGRAM CHIEF, CPHS.....		2230	23
1894	PROGRAM CHIEF, COMM PUB HEALTH SERVICES.			
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	52
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	52
1870	PROGRAMMER ANALYST TRAINEE.....	Z	1872	20
1872	PROGRAMMER ANALYST.....	Z	1872	20
1859	PROJ COORDINATOR, NEIGHBORHD YOUTH CORPS	Z		1
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z		1
A301	PROJ MANAGER, SIGNALS AND COMMUNICATIONS			
8425	PROJECT COORDINATOR.....	Z	8440	75
A303	PROJECT MANAGER, FACILITIES AND MAINT...			
A302	PROJECT MANAGER, OPERATIONS.....			
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	20
A118	PROPERTY MANAGER.....			
6336	PROPERTY REHABILITATION MANAGER.....	Z	7344	57
A170	PROPERTY STAGE HAND.....		7344	57
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	8146	67
2394	PSYCHIATRIC ORDERLY.....		2312	24
2936	PSYCHIATRIC SOCIAL WORK DIRECTOR.....	Z	2910	38
2939	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
2309	PSYCHIATRIC TECHNICIAN.....		2312	24
1126	PUBLIC ADMINISTRATOR.....	Z	1000	2
5103	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	7344	57
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	7344	57
8196	PUBLIC DEFENDER.....	Z	1000	3
8147	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	67
2486	PUBLIC HEALTH CHEMIST.....	Z	2486	29

2830	PUBLIC HEALTH NURSE.....	Z	2320	25
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	2320	25
1312	PUBLIC INFORMATION OFFICER.....	Z	1314	5
1310	PUBLIC RELATIONS ASSISTANT.....		1444	6
1314	PUBLIC RELATIONS OFFICER.....	Z	1314	5
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	5
1341	PUBLIC SERVICE ASSISTANT.....		1444	6
1344	PUBLIC SERVICE DIRECTOR, MAYOR'S OFFICE.	Z	1314	5
9910	PUBLIC SERVICE TRAINEE.....			1
9941	PUBLIC WORKS AIDE LEADER.....		7514	66
9940	PUBLIC WORKS AIDE.....		7514	66
1320	PUBLICITY REPRESENTATIVE	Z	1314	5
1952	PURCHASER.....	Z	1952	22
1954	PURCHASER, PRINTING.....	Z	1952	22
A258	PURCHASING AGENT.....			
3535	RADIO ANNOUNCER - OPERATOR.....		5204	48
5246	RADIO ENGINEER.....	Z	5204	49
7367	RADIO TECHNICIAN.....		5204	51
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	26
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	26
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	26
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	26
2240	RADIOLOGIST.....	Z	2230	23
4256	REAL ESTATE ANALYST.....	Z	4261	47
4261T	REAL PROPERTY APPRAISER TRAINEE.....		4261	47
4261	REAL PROPERTY APPRAISER.....	Z	4261	47
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	47
A257	RECEPTIONIST TYPIST.....			
9955	RECORDS CLERK.....			1
3284	RECREATION DIRECTOR.....	Z	3284	41
3294	RECREATION SUPERINTENDENT.....	Z	3284	42
3289	RECREATION SUPERVISOR.....	Z	3284	42
6233	REFRIGERATOR INSPECTOR.....		7334	56
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	1314	5
2320	REGISTERED NURSE.....		2320	25
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	1000	2
2962	REHABILITATION CENTER ASSISTANT MANAGER.	Z	8320	74
2964	REHABILITATION CENTER MANAGER.....	Z	8320	74
2960	REHABILITATION CENTER WORK SUPERVISOR...		8320	74
2566	REHABILITATION COUNSELOR.....	Z	2910	38
8420	REHABILITATION SERVICES COORDINATOR.....	Z	8440	75
4110	RENTAL PROPERTY SUPERVISOR.....	Z	4261	47
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	2996	40
1763	REPRODUCTION SUPERVISOR I.....		1760	15
1802	RESEARCH ASSISTANT.....	Z	1650	12
2575	RESEARCH PSYCHOLOGIST.....	Z	2574	31
2710	RESIDENCE MANAGER.....		2700	34
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	6120	54
A213	RETIREMENT ANALYST.....			
A211	RETIREMENT SPECIALIST.....			

1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	.000	2
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	8146	67
W100	RIDES ATTENDANT HELPER.....		3284	41
3306	RIDES ATTENDANT.....		3284	42
7370	RIGGER.....		7514	66
4140	RIGHT-OF-WAY AGENT.....	Z	4261	47
6102	RODENT CONTROL TECHNICIAN.....		6120	54
9344	ROOFER SUPERVISOR I.....		7344	57
9343	ROOFER.....		7344	57
A200	SAFETY AND TRAINING SUPERINTENDENT.....			
9172	SAFETY AND TRAINING SUPERVISOR, PUC.....	Z	9144	76
9168	SAFETY INSTRUCTOR, PUC.....		9144	76
5177	SAFETY OFFICER.....	Z	5204	48
A103	SAFETY OFFICER, SECY AND GEN MANAGER....			
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	1314	5
5248	SANITARY ENGINEER.....	Z	5204	49
6106	SANITARY ENGINEERING TECHNICIAN.....		2486	29
3595	SCHOOL AIDE I.....		3593	45
3597	SCHOOL AIDE II.....		3593	45
3598	SCHOOL AIDE III.....		3593	45
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	5204	49
9972	SCHOOL COMMUNITY RELATIONS ASSISTANT....		2996	40
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	5204	51
8001	SCHOOL CROSSING GUARD.....		8204	69
2739	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..		2708	34
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.		2708	34
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...		2708	34
2727	SCHOOL CUSTODIAN SUPERVISOR I.....		2708	34
2729	SCHOOL CUSTODIAN.....		2708	34
5279	SCHOOL FACILITIES NEEDS ANALYST.....	Z	5278	52
5295	SCHOOL FACILITIES PLANNER.....	Z	5278	52
7550	SCHOOL FURNITURE SERVICE WORKER.....		1934	21
3474	SCHOOL GROUNDS SUPERVISOR.....		7514	65
7209	SCHOOL HEATING AND VENTILATION SUPV.....	Z	7334	56
2410	SCHOOL LABORATORY ATTENDANT.....		3593	45
2635	SCHOOL LUNCHROOM AREA SUPERVISOR.....	Z	2624	33
2610	SCHOOL LUNCHROOM COOK.....		2604	32
2615	SCHOOL LUNCHROOM HELPER.....		2604	32
8203	SCHOOL PATROL AIDE.....		8204	69
3261	SCHOOL RECREATION AIDE.....		3284	41
3282	SCHOOL RECREATION DIRECTOR.....		3284	41
3596	SCHOOL SECURITY AIDE.....			
1928	SCHOOL SUPPLIES ANALYST.....	Z	1952	22
9176	SCHOOL TRANSPORTATION SCHEDULER.....		9144	76
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	9144	76
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...		1934	21
1939	SCHOOL WAREHOUSE SUPERVISOR.....	Z	1934	21
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	1840	19
1546	SECRETARY, COMMISSION ON THE AGING.....	Z	1444	8
1540	SECRETARY, FIRE COMMISSION.....	Z	1840	17

1544	SECRETARY, LIBRARY COMMISSION.....	Z	1840	17
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	1840	17
4331	SECURITY ANALYST.....	Z	1840	18
9174	SECURITY CHIEF, MUNICIPAL RAILWAY.....	Z	8204	69
8202	SECURITY GUARD.....		8204	69
1632	SENIOR ACCOUNT CLERK.....		1444	8
1652	SENIOR ACCOUNTANT.....	Z	1650	12
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....		1444	8
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	1840	17
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.		8238	71
3321	SENIOR ANIMAL KEEPER.....		7514	65
3508	SENIOR AQUARIST.....		7514	65
5270	SENIOR ARCHITECT.....	Z	5204	49
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	1650	12
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	8176	68
A151	SENIOR AUDIOLOGIST.....			
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		1760	15
6238	SENIOR BOILER INSPECTOR.....		7347	61
7418	SENIOR BOOK REPAIRER.....		3630	46
6333	SENIOR BUILDING INSPECTOR.....	Z	7344	57
1217	SENIOR CERTIFICATION CLERK.....		1444	6
2942	SENIOR CHILD WELFARE WORKER.....	Z	2910	38
5210	SENIOR CIVIL ENGINEER.....	Z	5204	48
9156	SENIOR CLAIMS INVESTIGATOR.....		9144	76
1476	SENIOR CLAIMS PROCESS CLERK.....		1444	8
1446	SENIOR CLERK STENOGRAPHER.....		1444	7
1426	SENIOR CLERK TYPIST.....		1444	7
B228	SENIOR CLERK.....		1444	6
1406	SENIOR CLERK.....		1444	7
B412	SENIOR CLERK-STENOGRAPHER.....		1444	6
B516	SENIOR CLERK-TYPIST.....		1444	6
4308	SENIOR COLLECTIONS CLERK.....		1444	9
1737	SENIOR COMPUTER OPERATOR.....		1736	14
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		1444	10
1855	SENIOR CONTROL CLERK, EDP.....		1720	13
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	8320	74
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	8320	74
8114	SENIOR COURT CLERK.....		1444	10
1721	SENIOR DATA ENTRY OPERATOR.....		1720	13
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	1242	4
8306	SENIOR DEPUTY SHERIFF.....		8304	73
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	6120	54
8152	SENIOR DOMESTIC RELATIONS INVESTIGATOR..	Z	8146	67
5242	SENIOR ELECTRICAL ENGINEER.....	Z	5204	49
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	53
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	26
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	37
2905	SENIOR ELIGIBILITY WORKER.....		2903	37
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	6120	54
1407	SENIOR EQUALIZATION CLERK.....		1444	7

9116	SENIOR FARE COLLECTIONS RECEIVER.....			1444	10
1915	SENIOR FILM SERVICE TECHNICIAN.....			1934	21
2619	SENIOR FOOD SERVICE SUPERVISOR.....			2604	32
2606	SENIOR FOOD SERVICE WORKER.....			2604	32
7330	SENIOR GENERAL UTILITY MECHANIC.....			7381	63
A125	SENIOR GRANT AND CONTRACT MANAGER.....				
A131	SENIOR HEALTH EDUCATOR.....				
A124	SENIOR HEALTH PLANNER.....				
A216	SENIOR INDUSTRIAL CLAIM ADJUSTER.....				
4242	SENIOR INHERITANCE TAX EXAMINER.....			1444	9
1922	SENIOR INVENTORY CLERK.....			1444	9
8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY..	Z		8146	67
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....			1444	9
5275	SENIOR LANDSCAPE ARCHITECT.....	Z		5204	50
2770	SENIOR LAUNDRY WORKER.....			2760	35
8164	SENIOR LAW CLERK.....			1444	6
8103	SENIOR LEGAL PROCESS CLERK.....			1444	10
1450	SENIOR LEGAL STENOGRAPHER.....			1444	7
8120	SENIOR LEGISLATION CLERK.....	Z		1444	10
1844	SENIOR MANAGEMENT ASSISTANT.....	Z		1040	17
4252	SENIOR MARINE APPRAISER.....	Z		4261	47
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR			1934	21
5236	SENIOR MECHANICAL ENGINEER.....	Z		5204	49
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z		2910	38
2530	SENIOR MEDICAL STEWARD.....			2312	24
A114	SENIOR MENTAL HEALTH PLANNER.....				
2464	SENIOR MICROBIOLOGIST.....	Z		2444	27
1752	SENIOR MICROPHOTO TECHNICIAN.....			1760	15
2502	SENIOR MORGUE ATTENDANT.....			2312	24
8233	SENIOR MUSEUM GUARD.....			8204	69
3522	SENIOR MUSEUM PREPARATOR.....			3542	44
8434	SENIOR NEIGHBORHOOD COORDINATOR.....	Z		8440	75
5530	SENIOR OCCUPATIONAL THERAPIST.....	Z		2556	30
1762	SENIOR OFFSET MACHINE OPERATOR.....			1760	15
1120	SENIOR ORDERLY.....			2312	24
1222	SENIOR PAYROLL AND PERSONNEL CLERK.....			1444	6
4233	SENIOR PERSONAL PROPERTY AUDITOR.....	Z		1650	12
1244	SENIOR PERSONNEL ANALYST.....	Z		1242	4
1204	SENIOR PERSONNEL CLERK.....			1444	6
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z		2450	28
2452	SENIOR PHARMACIST, SF GEN HOSPITAL.....	Z		2450	28
2435	SENIOR PHARMACY HELPER.....			2312	24
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z		3284	41
2533	SENIOR PHYSICAL THERAPIST.....	Z		2556	30
2232	SENIOR PHYSICIAN SPECIALIST.....	Z		2230	23
2212	SENIOR PHYSICIAN.....	Z		2230	23
5266	SENIOR PLAN CHECKER.....	Z		5204	51
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.			8238	71
7345	SENIOR POWERHOUSE OPERATOR.....			7345	58
8442	SENIOR PROBATION OFFICER.....	Z		8440	75

1874	SENIOR PROGRAMMER ANALYST.....	Z	1872	20
2306	SENIOR PSYCHIATRIC ORDERLY.....		2312	24
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		8146	67
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	2486	29
1956	SENIOR PURCHASER.....	Z	1952	22
7368	SENIOR RADIO TECHNICIAN.....		5204	51
4265	SENIOR REAL PROPERTY APPRAISER.....	Z	4261	47
A225	SENIOR REHABILITATION COUNSELOR.....			
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR	Z	6120	54
4142	SENIOR RIGHT-OF-WAY AGENT.....	Z	4261	47
6104	SENIOR RODENT CONTROL TECHNICIAN.....		6120	54
5249	SENIOR SANITARY ENGINEER.....	Z	5204	49
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	2486	29
2774	SENIOR SEWING TECHNICIAN.....		2760	35
7451	SENIOR SHADE AND DRAPERY WORKER.....		2708	34
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	2910	38
2912	SENIOR SOCIAL WORKER.....	Z	2910	38
1875	SENIOR SOFTWARE ANALYST.....	Z	1872	20
7335	SENIOR STATIONARY ENGINEER.....		7334	56
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	56
1806	SENIOR STATISTICIAN.....	Z	1650	12
1936	SENIOR STOREKEEPER.....		1934	21
6231	SENIOR STREET INSPECTOR.....		5204	50
5219	SENIOR STRUCTURAL ENGINEER.....	Z	5204	49
3214	SENIOR SWIMMING INSTRUCTOR.....		3284	41
1724	SENIOR TABULATING MACHINE OPERATOR.....		1720	13
1834	SENIOR TAPE LIBRARIAN.....		1720	13
1708	SENIOR TELEPHONE OPERATOR.....		1444	9
1228	SENIOR TESTING TECHNICIAN.....		1444	6
1214	SENIOR TIMEROLL AUDIT CLERK.....		1444	6
5232	SENIOR TRAFFIC ENGINEER.....	Z	5204	49
1432	SENIOR TRANSCRIBER TYPIST.....		1444	7
A299	SENIOR TRANSIT CONTROL DISPATCHER.....			
9124	SENIOR TRANSIT INFORMATION CLERK.....		1444	10
9171	SENIOR TRANSIT OPERATING INSTRUCTOR.....		9144	76
9128	SENIOR TRANSIT TRAFFIC CHECKER.....		1444	10
7385	SENIOR TYPEWRITER REPAIRER.....		7384	64
2472	SENIOR WATER CHEMIST.....	Z	2486	29
7317	SENIOR WATER SERVICE INSPECTOR.....		7347	61
1478	SENIOR WATER SERVICES CLERK.....		1444	8
8220	SERGEANT-AT-ARMS.....	Z	8204	69
1470	SERVICES AND SUPPLY ASSISTANT SUPERVISOR		1444	7
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	5204	48
5134	SEWAGE TREATMENT PLANTS GENERAL SUPT....	Z	5204	48
7448	SEWER CLEANER.....		7514	66
5132	SEWER REPAIR & SEWAGE TREATMENT SUPT....	Z	5204	48
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	7514	66
7266	SEWER REPAIR SUPERVISOR II.....		7514	66
6216	SEWER SAFETY INSPECTOR.....		6120	54

7449	SEWER SERVICE WORKER.....		7347	61
7383	SEWING MACHINE REPAIRER.....		7384	64
2772	SEWING TECHNICIAN.....		2760	35
7450	SHADE AND DRAPERY WORKER.....		2708	34
7452	SHADE WORKER.....		2708	34
9345	SHEET METAL SUPERVISOR I, PORT.....		7344	57
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	57
7376	SHEET METAL WORKER.....		7344	57
8350	SHERIFF.....	Z	1000	3
8312	SHERIFF'S CAPTAIN.....		8304	73
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	73
8310	SHERIFF'S LIEUTENANT.....		8304	73
8301	SHERIFF'S PROPERTY KEEPER.....		8304	73
8308	SHERIFF'S SERGEANT.....		8304	73
9197	SIGNAL AND SYSTEMS ENGINEER.....		5204	51
A294	SIGNAL SYSTEM AND TRACK MAINT SUPT.....			
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....	Z	7345	58
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	38
2904	SOCIAL SERVICE TECHNICIAN.....		2910	38
2901	SOCIAL SERVICES ASSISTANT (NEW CAREERS).		2910	38
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	38
2936	SOCIAL WORKER TRAINEE.....	Z	2910	38
2910	SOCIAL WORKER.....	Z	2910	38
1873	SOFTWARE ANALYST.....	Z	1872	20
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	6
5108	SPECIAL ASST FOR HOUSING AND RELOCATION.	Z	1040	18
5405	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	5278	52
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	5278	52
G 58.1	SPECIAL EXAMINER.....		1242	4
P103	SPECIAL NURSE.....			1
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		2996	40
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		2996	40
9720	SPECIALIST IN AGING I.....	Z	2996	40
9722	SPECIALIST IN AGING II.....	Z	2996	40
9724	SPECIALIST IN AGING III.....	Z	2996	40
2542	SPEECH PATHOLOGIST.....	Z	2556	30
2390	SR CENTRAL PROCESSING AND DISTR TECH....		2312	24
3446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	27
9345	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	51
A140	SR POLICE COMMUNICATION DISPATCHER.....			
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY..	Z	5278	52
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	8440	75
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	8440	75
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	20
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	20
3310	STABLE ATTENDANT.....		7514	65
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z	1840	19
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1840	19
9998	STAFF AIDE, CETA.....			1
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1840	19

9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1840	19
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1840	19
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1840	19
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1840	19
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1840	19
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1840	19
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1840	19
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1840	19
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1840	19
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1840	19
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1840	19
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1840	19
7371	STAGE CARPENTER.....		7344	57
8216	STAGE DOOR ATTENDANT.....		8204	69
7377	STAGE ELECTRICIAN.....		7345	58
C109	STAGEHAND GRIPS, CLEARERS.....		7344	57
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	10
8217	STATION OFFICER.....		8304	73
7334	STATIONARY ENGINEER.....		7334	56
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	56
1804	STATISTICIAN.....	Z	1650	12
7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	61
7248	STEAMFITTER SUPERVISOR II.....		7347	61
7348	STEAMFITTER.....		7347	61
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS.		1444	7
1452	STENOGRAPHIC SECRETARY.....		1444	7
2502	STERILIZER OPERATOR.....		2312	24
1934	STOREKEEPER.....		1934	21
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	21
1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	21
5365	STREET ASSESSMENT COORDINATOR.....		4261	47
7530	STREET CLEANER.....		7514	66
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	7514	65
5170	STREET CLEANING AND PLANTING SUPT.....	Z	7514	65
7281	STREET CLEANING SUPERVISOR II.....		7514	66
6232	STREET INSPECTION SUPERVISOR.....		5204	50
6230	STREET INSPECTOR.....		5204	50
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	7355	62
5172	STREET REPAIR SUPERINTENDENT.....	Z	7355	62
7282	STREET REPAIR SUPERVISOR II.....		7355	62
7456	STREET SIGNAL REPAIRER.....		7304	64
5218	STRUCTURAL ENGINEER.....	Z	5204	49
1400	STUDENT AIDE, NYC.....			1
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1840	18
5380	STUDENT ENGINEERING TRAINEE I.....		5204	50
5381	STUDENT ENGINEERING TRAINEE II.....		5204	50
5382	STUDENT ENGINEERING TRAINEE III.....		5204	50
A167	SUPERINTENDENT OF MAINTENANCE, M.T.S....			
9344	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7344	57
M270	SUPERINTENDENT, MACH SHOP AND EQUIP, PUC	Z	7381	63

9322	SUPERINTENDENT, STATE BELT RAILROAD.....		1840	19
9338	SUPERINTENDENT, TUGS AND DREDGES.....	Z	7355	62
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	75
1497	SUPERVISING CLERK I.....		1444	8
1498	SUPERVISING CLERK II.....		1444	8
1499	SUPERVISING CLERK III.....		1444	8
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	31
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	8320	74
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	13
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	58
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		1650	12
A164	SUPERVISING FISCAL OFFICER.....			
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	23
2232	SUPERVISING PUBLIC HEALTH NURSE.....	Z	2320	25
1923	SUPERVISING PURCHASER.....	Z	1952	22
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	26
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	26
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	20
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.		1444	10
9987	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....			1
7261	SUPERVISOR OF MAINTENANCE, SFUSD.....		7344	57
8251	SUPERVISOR OF OPERA HOUSE ATTENDANTS....		2708	34
0 54	SUPERVISOR, BUILDINGS AND GROUNDS.....		7334	56
[illegible]	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	50
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	50
[illegible]	SUPPLY ROOM ATTENDANT.....		2604	32
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	48
7152	SUPT OF MAINTENANCE, MUNI RAILWAY.....	Z	7332	55
5149	SUPT OF WATER TREATMENT FACILITIES.....	Z	7334	56
A175	SUPV ELECTRIC MAINTENANCE TECHNICIAN....			
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH..	Z	2230	23
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	75
5314	SURVEY PARTY CHIEF.....		5204	50
5312	SURVEYOR.....		5204	50
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	50
3212	SWIMMING INSTRUCTOR.....		3284	41
3204	SWIMMING POOL CASHIER - CLERK.....		3284	41
7458	SWITCH REPAIRER.....		7514	66
A195	SYSTEM ACCOUNTANT I.....			
A196	SYSTEM ACCOUNTANT II.....			
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	20
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	20
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	20
A297	SYSTEMS SAFETY ANALYST.....			
A296	SYSTEMS SAFETY DIRECTOR.....			
A298	SYSTEMS SAFETY INSPECTOR.....			
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ...	Z	1872	20
1708	TABULATING DIVISION SUPERVISORS.....	Z	1720	13
1833	TAPE LIBRARIAN, EDP.....		1720	13
4374	TAX ADMINISTRATOR.....	Z	1000	2

2448	TECH INSTRUCT ASST, BIO SCIENCES.....	Z	2444	27
2447	TECH INSTRUCT ASST, CHEMISTRY.....		2486	29
1745	TECH INSTRUCT ASST, COMPUTER SCIENCES...		1736	14
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	3630	46
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	Z	3284	42
1768	TECH INSTRUCT ASST, PHOTOGRAPHY.....	Z	3284	41
2449	TECH INSTRUCT ASST, PHYSICS.....		2486	29
5383	TECH INSTRUCT ASST, SFCCD.....		5204	50
1488	TECH INSTRUCT ASST, STUDENT PERS SERVICE	Z	1444	8
A288	TECHNICAL EDITOR.....			
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	58
1706	TELEPHONE OPERATOR.....		1444	9
1868	TELEPROCESSING TECHNICIAN.....		1736	14
7320	TELEVISION AND ELECTRONICS TECHNICIAN...		5204	51
B102	TELLER.....		1444	6
9161	TERMINAL CONSTRUCTION PROG ADMIN.....			
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	77
1327	TESTING TECHNICIAN.....		1444	6
7378	TILE SETTER.....		7344	57
1212	TIMEROLL AUDIT CLERK.....		1444	6
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	21
2458	TOXICOLOGIST.....	Z	2230	23
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	66
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	66
7540	TRACK MAINTENANCE WORKER.....		7514	66
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7334	64
8215	TRAFFIC CONTROL OFFICER.....		8214	70
5230	TRAFFIC ENGINEER.....	Z	5204	49
8407	TRAFFIC HEARING OFFICER.....	Z	8440	75
7454	TRAFFIC SIGNAL OPERATOR.....		8214	70
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	10
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	50
1232	TRAINING OFFICER.....	Z	1242	4
1430	TRANSCRIBER TYPIST.....		1444	7
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	63
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	63
9102	TRANSIT CAR CLEANER.....		7381	63
9152	TRANSIT CONTROL ASST CHIEF INSPECTOR....		9144	76
9154	TRANSIT CONTROL CHIEF INSPECTOR.....		9144	76
9150	TRANSIT CONTROL DISPATCHER.....		9144	76
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	9144	76
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	51
9122	TRANSIT INFORMATION CLERK.....		1444	10
9170	TRANSIT OPERATING INSTRUCTOR.....		9144	76
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7346	60
5287	TRANSIT PLANNER I.....	Z	5278	52
5288	TRANSIT PLANNER II.....	Z	5278	52
5289	TRANSIT PLANNER III.....	Z	5278	52
5290	TRANSIT PLANNER IV.....	Z	5278	52
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	58

7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	58
9118	TRANSIT REVENUE SUPERVISOR.....		1444	10
9194	TRANSIT SCHEDULE ANALYST.....		9144	76
8162	TRANSIT SCHEDULE COORDINATOR.....			
9130	TRANSIT SCHEDULE MAKER.....		9144	76
9134	TRANSIT SCHEDULE SUPERVISOR.....		9144	76
9144	TRANSIT SERVICE INSPECTOR.....		9144	76
9126	TRANSIT TRAFFIC CHECKER.....		1444	10
9136	TRANSIT TRAFFIC SUPERINTENDENT.....	Z	9144	76
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	58
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	58
9965	TRANSPORTATION ASSISTANT.....			1
9182	TRANSPORTATION ASST SUPERINTENDENT.....	Z	9144	76
9180	TRANSPORTATION DIVISION SUPT.....	Z	9144	76
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR	Z	7381	63
9184	TRANSPORTATION SUPERINTENDENT.....	Z	9144	76
4390	TREASURER.....	Z	1000	2
3436	TREE TOPPER SUPERVISOR I.....		7514	65
3434	TREE TOPPER.....		7514	65
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	68
9348	TRUCK CRANE OILER.....		7355	62
7355	TRUCK DRIVER.....		7355	62
7384	TYPEWRITER REPAIRER.....		7384	64
8548	UNDERSHERIFF.....	Z	1000	3
7387	UPHOLSTERER.....		7381	63
7463	UTILITY PLUMBER APPRENTICE.....		7347	61
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	61
7462	UTILITY PLUMBER HELPER.....		7347	61
7290	UTILITY PLUMBER SUPERVISOR I.....		7347	61
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	61
7368	UTILITY PLUMBER.....		7347	61
T 53.1	VENDER HELPER.....		3284	41
3302	VENDOR.....		3284	42
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	24
2445	VIROLOGIST.....	Z	2444	27
1360	VISITORS SERVICE REP. SF INTER AIRPORT..	Z	1314	5
2954	VOCATIONAL PSYCHOLOGIST.....	Z	2574	31
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	2910	38
2956	VOCATIONAL SERVICE SUPERVISOR.....	Z	2910	38
1428	WARD CLERK.....		1444	7
7269	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	66
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	51
5164	WATER DEPT ASST GEN MGR, ASST CHIEF ENGR	Z	1840	19
5163	WATER DEPT ASST GENERAL MANAGER, ADMIN..	Z	1840	19
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	1000	3
7442	WATER METER REPAIR HELPER.....		7347	61
7353	WATER METER REPAIRER.....		7347	61
7340	WATER METER SHOP SUPERVISOR I.....		7347	61
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	48
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	48

2468	WATER QUALITY BIOLOGIST.....		2444	27
2471	WATER QUALITY CHEMIST.....	Z	2486	29
7316	WATER SERVICE INSPECTOR.....		7347	61
1468	WATER SERVICES CLERK.....		1444	7
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	63
7270	WATERSHED KEEPER SUPERVISOR.....		8204	69
7470	WATERSHED KEEPER.....		8204	69
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	69
7390	WELDER.....		7332	55
9355	WHARFINGER I.....		1444	11
9356	WHARFINGER II.....		1444	11
7393	WINDOW CLEANER ASSISTANT SUPERVISOR.....		2708	34
7392	WINDOW CLEANER.....		2708	34
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		7334	55
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	56
2424	X-RAY LABORATORY AIDE.....		2426	26
9954	YOUTH SUMMER AIDE LEADER.....		7514	66
9952	YOUTH SUMMER AIDE.....		7514	66
3340	ZOO DIRECTOR.....	Z	7514	65
2290	ZOO VETERINARIAN.....	Z	7514	65
3342	ZOOLOGIST.....	Z	7514	65

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* CONTRACT RATE CLASSES *
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CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
P103	SPECIAL NURSE.....	CONTRACT RATE		0		CONTRACT RATE	
1201	PERSONNEL TECHNICAN TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
1400	STUDENT AIDE, NYC.....	CONTRACT RATE		0		CONTRACT RATE	
1733	ELECTRONIC DATA PROCESSING AIDE.....	CONTRACT RATE		0		CONTRACT RATE	
1850	PROJ COORDINATOR, NEIGHBORHD YOUTH CORPS Z	CONTRACT RATE		0		CONTRACT RATE	
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS. Z	CONTRACT RATE		0		CONTRACT RATE	
2273	INTERNE..... Z	CONTRACT RATE		54		CONTRACT RATE	
2275	ASSISTANT RESIDENT I..... Z	CONTRACT RATE		49		CONTRACT RATE	
2277	ASSISTANT RESIDENT II..... Z	CONTRACT RATE		39		CONTRACT RATE	
2279	ASSISTANT RESIDENT III..... Z	CONTRACT RATE		18		CONTRACT RATE	
2281	ASSISTANT RESIDENT IV..... Z	CONTRACT RATE		12		CONTRACT RATE	
2283	CHIEF RESIDENT..... Z	CONTRACT RATE		15		CONTRACT RATE	
2401	LABORATORY TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
5359	DRAFTING TECHNICIAN TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
7560	FIELD CONSERVATION AIDE.....	CONTRACT RATE		0		CONTRACT RATE	
9901	POLICE OFFICER SPECIALIST YOUTH PROGRAM.	CONTRACT RATE		0		CONTRACT RATE	
9910	PUBLIC SERVICE TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...	CONTRACT RATE		0		CONTRACT RATE	
9955	RECORDS CLERK.....	CONTRACT RATE		0		CONTRACT RATE	
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....	CONTRACT RATE		0		CONTRACT RATE	
9960	ASSISTANT TO PROFESSIONALS.....	CONTRACT RATE		0		CONTRACT RATE	
9965	TRANSPORTATION ASSISTANT.....	CONTRACT RATE		0		CONTRACT RATE	
9998	STAFF AIDE, CETA.....	CONTRACT RATE		0		CONTRACT RATE	

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 187

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

****
BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *
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CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. P.O. SALARY
A.	****GROUP A****							
1104	PARKING AUTHORITY DIRECTOR.....	Z	45.9	870-1052	1	47.4	934-1131	2031-2460
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	52.6	1197-1450	1	54.1	1285-1553	2795-3389
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	56.1	1414-1714	1	57.6	1520-1844	3306-4011
1126	PUBLIC ADMINISTRATOR.....	Z	51.1	1114-1349	1	52.6	1197-1450	2603-3154
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	52.3	1180-1429	1	53.8	1267-1535	2756-3339
1140	DIRECTOR OF FINANCE AND RECORDS.....	Z	53.9	1273-1543	1	55.4	1368-1658	2975-3606
1142	COUNTY CLERK.....	Z	52.3	1180-1429	1	53.8	1267-1535	2756-3339
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	58.2	1565-1899	1	59.7	1682-2043	3658-4444
1164	DEP DIR, HEALTH CARE SERV AND ADMIN SFGH	Z	60.2	1723-2094	1	61.7	1853-2252	4030-4893
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	62.1	1890-2297	1	63.6	2033-2472	4422-5377
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	54.1	1285-1558	1	55.6	1381-1674	3004-3641
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	62.6	1936-2354	1	64.1		
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	44.9	830-1003	1	46.4	891-1078	1936-2345
1190	MAYOR.....	Z	62,710 YR		1		67,413 YR	
1282	DIRECTOR, EMPLOYEE RELATIONS DIVISION...	Z	52.8	1208-1463	0	54.3	1298-1573	2823-3421
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	54.7	1323-1603	1	56.2	1421-1723	3091-3748
1292	GENERAL MANAGER, PERSONNEL.....	Z	58.2	1565-1899	1	59.7	1682-2043	3658-4444
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	48.1	966-1169	1	49.6	1037-1255	2255-2730
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	57.5	1513-1835	1	59.0	1626-1975	3537-4296
1680	CHIEF ASSISTANT CONTROLLER.....	Z	60.4	1740-2115	1	61.9	1871-2274	4069-4946
1682	CONTROLLER.....	Z		2254-2254	1		2423-2423	
1831	BUDGET DIRECTOR AND ANALYST, BD OF SUPVS	Z	57.6	1520-1844	1	59.1	1634-1985	3554-4317
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	57.5	1513-1835	1	59.0	1626-1975	3537-4296
2988	DIRECTOR, AGING PROGRAM.....	Z	51.4	1131-1368	1	52.9	1214-1470	2640-3197
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	48.9	1003-1214	1	50.4	1078-1304	2345-2836
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	50.6	1088-1316	1	52.1	1169-1414	2543-3073
4124	DIRECTOR PERFORM ARTS CTR AND WAR MEM...		57.8	1535-1862	1	59.3	1650-2004	3589-4359
4374	TAX ADMINISTRATOR.....	Z	53.1	1226-1484	1	54.6	1316-1596	2862-3471
4390	TREASURER.....	Z	41,935YR		1		45,080YR	
5144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	57.4	1506-1827	1	58.9	1618-1965	3519-4274
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		56.5	1443-1748	1	58.0	1550-1831	3371-4091
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		58.5	1588-1927	1	60.0	1706-2076	3711-4511
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	47.3	929-1125	1	48.8	998-1208	2171-2627
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	56.7	1457-1765	1	58.2	1565-1899	3404-4130
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	58.2	1565-1899	1	59.7	1682-2043	3658-4444
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	58.2	1565-1899	1	59.7	1682-2043	3658-4444

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	58.2	1565-1899	1	59.7	1682-2043	3659-4446
9278	DIRECTOR OF AIRPORTS.....	Z	60.4	1740-2115	1	61.9	1871-2274	4069-4946
B.	****GROUP B****							
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	53.8	1267-1535	1	54.9	1336-1618	2906-3519
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	48.3	975-1180	1	49.9	1052-1273	2288-2769
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	54.8	1329-1611	1	56.4	1436-1740	3123-3785
1168	DIRECTOR OF HEALTH.....	Z	62.8	1955-2377	1	64.2		
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	59.8	1690-2053	1	61.7	1853-2252	4030-4902
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	59.8	1690-2053	1	61.2	1809-2199	3935-4783
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	53.7	1261-1528	1	54.9	1336-1618	2906-3519
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	57.9	1543-1871	1	59.1	1634-1985	3554-4317
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	51.2	1120-1355	1	52.3	1200-1463	[illegible]
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	57.5	1513-1835	1	58.8	1611-1955	3504-4252
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	52.1	1169-1414	1	53.5	1249-1513	2717-3290
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	55.6	1381-1674	1	57.2	1491-1805	[illegible]
3670	CITY LIBRARIAN.....	Z	56.5	1443-1748	1	57.8	1535-1862	3339-4050
4150	DIRECTOR OF PROPERTY.....	Z	55.0	1342-1626	1	56.4	1436-1740	3123-3785
4282	CHIEF ASSISTANT ASSESSOR.....	Z	54.3	1298-1573	1	55.7	1388-1682	3019-3659
4290	ASSESSOR.....	Z		50,865YR	1		54,426YR	
5116	DIRECTOR OF PLANNING.....	Z	59.5	1666-2023	1	61.0	1791-2178	3895-4737
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER	Z	60.2	1723-2094	1	61.5	1835-2230	3991-4850
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	58.5	1588-1927	1	59.8	1690-2053	3676-4465
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z		2094-2094	1		2230-2230	
5190	DIRECTOR OF PUBLIC WORKS.....	Z	62.0	1881-2287	1	63.3	2004-2435	4359-5294
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	53.2	1232-1491	0	54.7	1323-1603	2878-3487
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		36,735YR	0		39,674YR	
8196	PUBLIC DEFENDER.....	Z		50,478YR	1		54,769YR	
8197	CITY ATTORNEY.....	Z		53,995YR	1		58,585YR	
8198	DISTRICT ATTORNEY.....	Z		53,995YR	1		58,585YR	
8348	UNDERSHERIFF.....	Z	50.6	1088-1316	1	52.1	1169-1414	2543-3075
8350	SHERIFF.....	Z		39,613 YR	1		42,584 YR	
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	54.9	1336-1618	1	56.5	1443-1748	3139-3802
8436	CHIEF ADULT PROBATION OFFICER.....	Z	52.0	1163-1407	1	53.6	1255-1520	2730-3306
9490	DIRECTOR, CITY DEMONSTRATION AGENCY.....	Z		1116-1116	0		1200-1200	

NUMBER OF CLASSES THIS BENCHMARK..... 69
NUMBER OF POSITIONS THIS BENCHMARK..... 65

1242 PERSONNEL ANALYST

1979-80 SALARY SCHEDULE 39.0 APPROX $1366 - $1503 - $1649 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	1366	1503	1649		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	31	1482	1632	1782	50,592	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	15	1418	1728	2037	25,920	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	1	1507	1670	1832	1,670	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	1396	1543	1690	1,543	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	7	1443	1624	1804	11,368	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SAN MATEO COUNTY	10	1608	1809	2010	18,090	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	10	1404	1556	1708	15,560	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	2	1554	1713	1872	3,426	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF HAYWARD	1	1234	1367	1499	1,367	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF RICHMOND	2	1576	1741	1906	3,482	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	12	1520	1677	1833	20,124	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	3	1590	1723	1855	5,169	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
U.C.MEDICAL CENTER S.F.	5	1509	1664	1818	8,320	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	12	1509	1664	1818	19,968	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 13	112	.....			186,599											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1666 *

* RATE RANGE 1499 TO 1833 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
G 58.1	SPECIAL EXAMINER.....		72.92 DA		0	81.00 DA		
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		44.0	796- 961	1	46.2	882-1067	1919-2321
1232	TRAINING OFFICER.....	Z	40.0	658- 796	5	42.2	731- 882	1590-1918
1233	AFFIRMATIVE ACTION SPECIALIST.....		39.0	628- 758	0	41.2	697- 842	1516-1831
1234	DIRECTOR OF TRAINING.....	Z	47.5	938-1136	1	49.7	1042-1261	2266-2743
1235	AFFIRMATIVE ACTION COORDINATOR.....		49.7	1042-1261	1	51.9	1158-1401	2519-3047
1240	ASSISTANT PERSONNEL ANALYST.....	Z	34.5	510- 614	21	36.7	565- 681	1229-1481
* 1242	PERSONNEL ANALYST.....	Z	39.0	628- 758	20	41.2	697- 842	1516-1831
1244	SENIOR PERSONNEL ANALYST.....	Z	43.0	758- 916	17	45.2	842-1018	1831-2214
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	46.5	895-1083	11	48.7	994-1203	2162-2617
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	49.7	1042-1261	6	51.9	1158-1401	2519-3047
1256A	PRIN PERSONNEL ANALYST(NEW CAREERS PROG)	Z	46.0	874-1057	0	48.2	970-1174	2110-2553
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	43.2	766- 925	11	45.4	850-1027	1849-2234
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	49.2	1018-1232	5	51.4	1131-1368	2460-2975
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	49.2	1018-1232	2	51.4	1131-1368	2460-2975
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	51.2	1120-1355	1	53.4	1243-1506	2704-3276
1275	DIRECTOR, CLASSIFIED PERS AND EMP RELAT.	Z	49.2	1018-1232	1	51.4	1131-1368	2460-2975
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	49.7	1042-1261	1	51.9	1158-1401	2519-3047
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	49.7	1042-1261	0	51.9	1158-1401	2519-3047
1278	DIVISION MANAGER, PERSONNEL.....	Z	51.7	1147-1388	2	53.9	1273-1543	2769-3356
1280	EMPLOYEE RELATIONS REPRESENTATIVE.....	Z	43.9	792- 956	0	46.1	878-1062	1910-2310
1281	PRIN EMPLOYEE RELATIONS REPRESENTATIVE..	Z	47.6	943-1141	0	49.8	1047-1267	2277-2756
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	45.8	866-1047	1	48.0	961-1163	2090-2530
9702	MANPOWER SPECIALIST I.....	Z	34.5	510- 614	0	36.7	565- 681	1229-1481
9704	MANPOWER SPECIALIST II.....	Z	39.0	628- 758	1	41.2	697- 842	1516-1831
9706	MANPOWER SPECIALIST III.....	Z	43.0	758- 916	0	45.2	842-1018	1831-2214
9708	MANPOWER SPECIALIST IV.....	Z	46.5	895-1083	0	48.7	994-1203	2162-2617

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 108

1314 PUBLIC RELATIONS OFFICER

1979-80 SALARY SCHEDULE 42.7 APPROX $1627 - $1788 - $1964 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	3	1627	1788	1964		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	1	1782	1966	2149	1,966	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
CONTRA COSTA COUNTY	1	1832	2030	2227	2,030	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SANTA CLARA COUNTY	1	1839	2037	2234	2,037	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
EAST BAY MUNI. UTIL. DIST.	1	1749	1895	2040	1,895	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1918	2185	2451	2,185	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1818	2006	2193	4,012	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	7	1818	2006	2193	14,042	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 7	14	.....			28,167											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      2012  *
*                          R A T E   R A N G E   1811 TO 2213 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1312	PUBLIC INFORMATION OFFICER.....	Z	37.7	591- 714	2	40.1	661- 800	1435-1740
* 1314	PUBLIC RELATIONS OFFICER.....	Z	42.7	748- 903	3	45.1	838-1013	1823-2203
1320	PUBLICITY REPRESENTATIVE	Z	33.9	496- 596	0	36.3	554- 668	1203-1453
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	42.4	738- 891	1	44.8	826- 998	1797-2171
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	48.4	979-1185	1	50.8	1099-1329	2390-2801
1344	PUBLIC SERVICE DIRECTOR, MAYOR'S OFFICE.	Z	46.6	899-1088	0	49.0	1008-1220	2192-2654
1360	VISITORS SERVICE REP, SF INTER AIRPORT..	Z	35.4	531- 641	0	37.8	594- 717	1292-1559
1857	DIRECTOR OF INFORMATION.....	Z	50.4	1078-1304	1	52.8	1208-1463	2627-3182
9373	MANAGER OF MARKETING.....	Z	52.0	1163-1407	0	54.4	1304-1580	2836-3437
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	42.7	748- 903	0	45.1	838-1013	1823-2203
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	43.0	758- 916	0	45.4	850-1027	1849-2234
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	45.5	854-1032	1	47.9	952-1150	[illegible]
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	47.2	925-1120	0	49.6	1037-1255	2255-2730
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	40.7	681- 822	0	43.1	762- 920	1657-2001

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 9

1444 CLERK STENOGRAPHER

1979-80 SALARY SCHEDULE 29.7 APPROX $890 - $974 - $1068 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	182	890	974	1068		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	1479	878	972	1118	1,437,588											
PRIVATE BAY AREA	2714	954	1025	1147	2,781,850											
ALAMEDA COUNTY	188	999	1045	1090	196,460	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
STATE OF CALIFORNIA	266	859	942	1025	250,572	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
CONTRA COSTA COUNTY	32	903	1001	1098	32,032	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	27	857	946	1035	25,542	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	400	825	928	1031	371,200	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	49	805	886	967	43,414	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	50	1058	1108	1157	55,400	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF HAYWARD	1	867	944	1021	944	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	46	1051	1107	1162	50,922	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	5	964	1048	1132	5,240	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	23	839	978	1066	22,494	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	2	952	1019	1085	2,038	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SANTA CLARA	5	988	1095	1202	5,475	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	15	1065	1152	1233	17,280	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	771	855	938	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	3	858	942	1025	2,826	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	39	858	942	1025	36,738	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 18		5344	.....		5,338,015											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      999     *
*                          R A T E   R A N G E    899 TO 1099 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
B 2	ACCOUNT CLERK		29.4	404- 485	0	30.0	414- 498	900-1083
B 68	CHIEF CLERK	Z	38.7	620- 748	0	39.3	638- 769	1388-1673
B102	TELLER		30.8	430- 517	0	31.4	442- 531	961-1155
B152	COURT ROOM CLERK		37.8	594- 717	37	38.4	611- 738	1329-1605
B160	LAW CLERK		37.8	594- 717	17	38.4	611- 738	1329-1605
B164	SENIOR LAW CLERK		40.3	668- 807	11	40.9	688- 830	1496-1805
B222	GENERAL CLERK		28.5	388- 465	4	29.1	398- 477	866-1037
B228	SENIOR CLERK		32.5	465- 560	0	33.1	477- 575	1037-1251
B234	HEAD CLERK		35.2	526- 634	0	35.8	541- 652	1177-1418
B408	GENERAL CLERK-STENOGRAPHER		30.2	418- 503	3	30.8	430- 517	935-1124
B410	LEGAL STENOGRAPHER		31.2	438- 526	0	31.8	449- 541	977-1177
B412	SENIOR CLERK-STENOGRAPHER		33.2	480- 578	2	33.8	494- 594	1074-1292
B512	GENERAL CLERK-TYPIST		29.2	400- 480	3	29.8	411- 494	894-1074
B516	SENIOR CLERK-TYPIST		32.7	469- 565	1	33.3	482- 580	1048-1262
1116	COMMERCIAL DIVISION ASSISTANT MANAGER	Z	47.7	947-1147	1	48.3	975-1180	2121-2567
1118	COMMERCIAL DIVISION MANAGER	Z	50.9	1104-1336	1	51.5	1136-1375	2471-2991
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS	Z	52.2	1174-1421	1	52.8	1208-1463	2627-3182
1202	PERSONNEL CLERK		30.2	418- 503	36	30.8	430- 517	935-1124
1204	SENIOR PERSONNEL CLERK		31.7	448- 539	2	32.3	460- 554	1001-1205
1212	TIMEROLL AUDIT CLERK		31.2	438- 526	7	31.8	449- 541	977-1177
1214	SENIOR TIMEROLL AUDIT CLERK		34.4	508- 611	1	35.0	521- 628	1133-1366
1216	PRINCIPAL TIMEROLL AUDIT CLERK		37.4	583- 704	1	38.0	599- 724	1303-1575
1217	SENIOR CERTIFICATION CLERK		35.9	544- 655	1	36.5	560- 674	1218-1466
1218	PAYROLL SUPERVISOR	Z	40.4	671- 810	1	41.0	691- 834	1503-1814
1220	PAYROLL CLERK		31.2	438- 526	106	31.8	449- 541	977-1177
1222	SENIOR PAYROLL AND PERSONNEL CLERK		33.2	480- 578	31	33.8	494- 594	1074-1292
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		35.4	531- 641	13	36.0	546- 658	1188-1431
1226	CHIEF PAYROLL AND PERSONNEL CLERK		38.4	611- 738	2	39.0	628- 758	1366-1649
1227	TESTING TECHNICIAN		5.24* HR		0		5.40* HR	
1228	SENIOR TESTING TECHNICIAN		33.1	477- 575	2	33.7	491- 591	1068-1285
1229	PERSONNEL OFFICE SUPERVISOR		40.8	684- 826	0	41.4	704- 850	1531-1849
1310	PUBLIC RELATIONS ASSISTANT		30.5	424- 510	0	31.1	436- 524	948-1140
1330	CONSUMER RELATIONS REPRESENTATIVE		34.4	508- 611	2	35.0	521- 628	1133-1366
1341	PUBLIC SERVICE ASSISTANT		30.0	414- 498	1	30.6	426- 512	927-1114
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		31.6	446- 536	1	32.2	458- 552	996-1201
1402	JUNIOR CLERK		24.0	316- 379	45	24.6	325- 390	707- 848
1403	ELECTIONS CLERK		32.5	465- 560	0	33.1	477- 575	1037-1251

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1404	CLERK		28.0	379- 453	137	28.6	390- 467	848-1016
1405	EQUALIZATION CLERK			459- 459	0		473- 473	
1406	SENIOR CLERK		30.5	424- 510	47	31.1	436- 524	948-1140
1407	SENIOR EQUALIZATION CLERK			577- 577	0		594- 594	
1408	PRINCIPAL CLERK		34.7	514- 620	64	35.3	529- 638	1151-1388
1410	CHIEF CLERK	Z	38.2	605- 731	19	38.8	622- 752	1353-1636
1414	ELECTIONS SUPERVISOR		41.9	721- 870	1	42.5	742- 895	1614-1947
1422	JUNIOR CLERK TYPIST		25.3	335- 402	17	25.9	344- 412	748- 896
1424	CLERK TYPIST		28.8	393- 471	642	29.4	404- 485	879-1055
1425	EQUALIZATION CLERK-TYPIST			440- 440	0		453- 453	
1426	SENIOR CLERK TYPIST		30.8	430- 517	854	31.4	442- 531	961-1155
1427	EQUALIZATION RECORDS CONTROL CLERK			504- 504	0		519- 519	
1428	WARD CLERK		31.2	438- 526	32	31.8	449- 541	977-1177
1430	TRANSCRIBER TYPIST		29.5	406- 487	47	30.1	416- 500	905-1088
1432	SENIOR TRANSCRIBER TYPIST		31.5	444- 534	9	32.1	455- 549	990-1194
1436	EMPAILLIST		29.8	411- 494	3	30.4	422- 508	918-1105
1440	MEDICAL TRANSCRIBER TYPIST		32.0	453- 546	26	32.6	467- 562	1016-1222
1442	JUNIOR CLERK STENOGRAPHER		27.7	374- 448	7	28.3	384- 460	835-1001
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS			491- 491	11		506- 506	
* 1444	CLERK STENOGRAPHER		29.7	409- 491	182	30.3	420- 505	914-1098
1445	EQUALIZATION CLERK-STENOGRAPHER			496- 496	0		511- 511	
1446	SENIOR CLERK STENOGRAPHER		31.8	449- 541	310	32.4	463- 557	1007-1211
1450	PRINCIPAL CLERK STENOGRAPHER		33.2	480- 578	26	33.8	494- 594	1074-1292
1452	STENOGRAPHIC SECRETARY		34.4	508- 611	22	35.0	521- 628	1133-1366
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	Z	33.2	480- 578	1	33.8	494- 594	1074-1292
1458	LEGAL STENOGRAPHER		32.7	469- 565	49	33.3	482- 580	1048-1262
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION		32.2	458- 552	1	32.8	471- 567	1024-1233
1460	SENIOR LEGAL STENOGRAPHER		34.7	514- 620	12	35.3	529- 638	1151-1388
1461	PRINCIPAL LEGAL STENOGRAPHER	Z	37.2	578- 697	1	37.8	594- 717	1292-1559
1464	MEDICAL CLERK STENOGRAPHER		33.7	491- 591	7	34.3	505- 608	1090-1322
1466	METER READER		34.4	508- 611	15	35.0	521- 628	1133-1366
1468	WATER SERVICES CLERK		31.5	444- 534	12	32.1	455- 549	990-1194
1470	SERVICES AND SUPPLY ASSISTANT SUPERVISOR		34.4	508- 611	1	35.0	521- 628	1133-1366
1471	ELECTIONS WORKER		37.4	583- 704	1	38.0	599- 724	1303-1575
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		39.9	655- 792	1	40.5	674- 814	1466-1770
1474	CLAIMS PROCESS CLERK		31.4	442- 531	7	32.0	453- 546	985-1188
1475	ELECTIONS PLANNING SUPERVISOR	Z	43.4	773- 934	1	44.0	796- 961	1731-2090

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1476	SENIOR CLAIMS PROCESS CLERK.....	33.9	496- 596	8	34.5	510- 614	1109-1335
1478	SENIOR WATER SERVICES CLERK.....	33.5	487- 586	7	34.1	500- 602	1088-1309
1480	PRINCIPAL WATER SERVICES CLERK.....	34.7	514- 620	2	35.3	529- 638	1151-1388
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....	34.2	503- 605	1	34.8	517- 622	1124-1353
1488	TECH INSTRUCT ASST, STUDENT PERS SERVICE Z	32.1	455- 549	5	32.7	469- 565	1020-1229
1490	MESSAGE CENTER SUPERVISOR.....	32.0	453- 546	1	32.6	467- 562	1016-1222
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...	41.8	717- 866	6	42.4	738- 891	1605-1938
1494	CLERK I.....	24.0	316- 379	0	24.6	325- 390	707- 848
1495	CLERK II.....	28.0	379- 453	0	28.6	390- 467	848-1016
1496	CLERK III.....	30.5	424- 510	1	31.1	436- 524	948-1140
1497	SUPERVISING CLERK I.....	33.0	475- 572	0	33.6	489- 589	1064-1281
1498	SUPERVISING CLERK II.....	35.7	539- 650	0	36.3	554- 666	1205-1455
1499	SUPERVISING CLERK III.....	38.7	620- 748	0	39.3	638- 769	1388-1673
1501	CONFID SECY TO BUDGET DIR AND ANALYST... Z	33.2	480- 578	0	33.8	494- 594	1074-1292
1502	CONFID SECY TO DIR, PARKING AUTHORITY...	35.1	524- 631	1	35.7	539- 650	1172-1414
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	41.9	721- 870	1	42.5	742- 895	1614-1947
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....	40.1	661- 800	1	40.7	681- 822	1481-1788
1516	CONFIDENTIAL SECRETARY TO SUPT, SFCCD...	40.3	668- 807	1	40.9	688- 830	1496-1805
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...	39.6	647- 781	1	40.2	664- 803	1444-1747
1528	ADMINISTRATIVE SECRETARY.....	36.1	549- 661	8	36.7	565- 681	1229-1481
1529	ADMIN ASST TO THE STATE LEGISLATIVE REP. Z		777- 777	0		800- 800	
1546	SECRETARY, COMMISSION ON THE AGING..... Z	36.1	549- 661	1	36.7	565- 681	1229-1481
1574	EXECUTIVE SECRETARY TO THE CONTROLLER... Z	34.6	512- 617	1	35.2	526- 634	1144-1379
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	29.5	406- 487	15	30.1	416- 500	905-1083
1626	JUNIOR ACCOUNT CLERK.....	26.0	346- 414	2	26.6	356- 426	774- 927
1630	ACCOUNT CLERK.....	29.5	406- 487	168	30.1	416- 500	905-1083
1632	SENIOR ACCOUNT CLERK.....	32.5	465- 560	58	33.1	477- 575	1037-1251
1634	PRINCIPAL ACCOUNT CLERK.....	35.2	526- 634	10	35.8	541- 652	1177-1418
1635	HEALTH CARE BILLING CLERK I.....	31.4	442- 531	5	32.0	453- 546	985-1188
1636	HEALTH CARE BILLING CLERK II.....	33.9	496- 596	18	34.5	510- 614	1109-1335
1637	PATIENT ACCOUNTS CLERK.....	34.9	519- 625	0	35.5	534- 644	1161-1401
1638	ACCOUNTING MACHINE OPERATOR.....	30.0	414- 498	2	30.6	426- 512	927-1114
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....	34.5	510- 614	10	35.1	524- 631	1140-1372
1644	MACHINE ACCOUNTING TECHNICIAN.....	36.2	552- 664	0	36.8	567- 684	1233-1486
1663	PATIENT ACCOUNTS SUPERVISOR.....	38.9	625- 755		39.5	644- 777	1401-1690
1664	PATIENT ACCOUNTS MANAGER..... Z	43.9	792- 956	2	44.5	814- 984	1770-2140
1670	CONSUMER ACCOUNTS SUPERVISOR..... Z	38.2	605- 731	1	38.8	622- 752	1353-1636

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1702	POLICE RING-IN OPERATOR	23.5	309- 370	0	24.1	317- 381	689- 829
1706	TELEPHONE OPERATOR	27.0	362- 434	29	27.6	372- 446	809- 970
1708	SENIOR TELEPHONE OPERATOR	29.0	396- 475	48	29.6	408- 489	887-1064
1710	CHIEF TELEPHONE OPERATOR	32.0	453- 546	3	32.6	467- 562	1016-1222
1714	ADDRESSING MACHINE OPERATOR	25.0	331- 396	0	25.6	340- 408	740- 887
1803	POLICE STATISTICAL CLERK	33.9	496- 596	1	34.5	510- 614	1109-1335
1810	ACTUARIAL CLERK	31.0	434- 521	0	31.6	446- 536	970-1166
1920	INVENTORY CLERK	30.2	418- 503	12	30.8	430- 517	935-1124
1922	SENIOR INVENTORY CLERK	31.2	438- 526	0	31.8	449- 541	977-1177
2110	MEDICAL RECORDS CLERK	31.3	440- 529	25	31.9	451- 544	981-1183
2112	MEDICAL RECORDS TECHNICIAN	34.0	498- 599	13	34.6	512- 617	1114-1342
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR	37.5	586- 707	3	38.1	602- 725	1309-1575
2116	ASSISTANT DIRECTOR MEDICAL RECORDS Z	40.7	681- 822	1	41.3	701- 846	1525-1840
2118	DIRECTOR, MEDICAL RECORDS Z	46.7	903-1093	1	47.3	929-1125	2021-2447
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS	34.4	508- 611	0	35.0	521- 628	1133-1360
3650	MEDICAL RECORDS LIBRARIAN	35.6	536- 647	1	36.2	552- 664	1201-1444
4202	ASSESSMENT CLERK	29.5	406- 487	5	30.1	416- 500	905-1088
4234	ESTATE TAX SECRETARY	34.2	503- 605	0	34.8	517- 622	1124-1353
4240	INHERITANCE TAX EXAMINER	35.3	529- 638	3	35.9	544- 655	1183-1425
4242	SENIOR INHERITANCE TAX EXAMINER	38.8	622- 752	1	39.4	641- 773	1394-1681
4244	PRINCIPAL INHERITANCE TAX EXAMINER Z	42.3	735- 887	1	42.9	755- 912	1642-1984
4306	COLLECTIONS CLERK	29.3	402- 482	4	29.9	412- 496	896-1079
4308	SENIOR COLLECTIONS CLERK	31.3	440- 529	3	31.9	451- 544	981-1183
4310	COMMERCIAL DIV ASST SUPERVISOR Z	35.3	529- 638	2	35.9	544- 655	1183-1425
4311	COMMERCIAL DIVISION SUPERVISOR Z	41.1	694- 838	2	41.7	714- 862	1553-1875
4312	BOND AND COUPON SUPERVISOR	36.5	560- 674	1	37.1	575- 694	1251-1509
4320	CASHIER I	28.8	393- 471	17	29.4	404- 485	879-1055
4321	CASHIER II	30.8	430- 517	3	31.4	442- 531	961-1155
4322	CASHIER III	35.0	521- 628	7	35.6	535- 647	1166-1407
4324	PARKING METER COLLECTOR	30.3	420- 505	0	30.9	432- 519	940-1129
4326	PARKING METER COLLECTION SUPERVISOR	32.8	471- 567	0	33.4	485- 583	1055-1268
4328	CHIEF, PARKING METER COLLECTIONS	37.2	578- 697	0	37.8	594- 717	1292-1559
4334	INVESTIGATOR, TAX COLLECTOR	39.6	647- 781	9	40.2	664- 803	1444-1747
4335	SENIOR INVESTIGATOR, TAX COLLECTOR	41.6	710- 858	6	42.2	731- 882	1590-1918
4336	LICENSE BUREAU ASSISTANT SUPERVISOR	34.3	505- 608	1	34.9	519- 625	1129-1359
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR	43.6	781- 943	2	44.2	803- 970	1747-2110
4338	LICENSE BUREAU SUPERVISOR Z	41.7	714- 862	0	42.3	735- 887	1599-1929

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. NO. SALARY
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....	45.1	838-1013	1	45.7	862-1042	1875-2266
4346	DELINQUENT REVENUE ASSISTANT SUPERVISOR.	36.0	546- 658	0	36.6	562- 677	1222-1472
4348	DELINQUENT REVENUE SUPERVISOR..... Z	42.0	724- 874	0	42.6	745- 899	1620-1955
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..	45.4	850-1027	1	46.0	874-1057	1901-2299
4362	CASHIER, WATER DEPARTMENT.....	35.0	521- 628	0	35.6	536- 647	1166-1407
4366	COLLECTION SUPERVISOR, WATER DEPT.....	37.5	586- 707	1	38.1	602- 728	1309-1583
4370	ASSISTANT CASHIER, TAX COLLECTOR.....	32.8	471- 567	1	33.4	485- 583	1055-1268
4372	CASHIER, TAX COLLECTOR.....	38.5	614- 742	1	39.1	631- 762	1372-1657
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....	3.49 HR		0		3.59 HR	
8102	PROCESS SERVER.....	26.1	348- 416	2	26.7	357- 428	776- 931
8106	LEGAL PROCESS CLERK.....	27.6	372- 446	28	28.2	383- 458	833- 996
8108	SENIOR LEGAL PROCESS CLERK.....	29.6	408- 489	10	30.2	418- 503	909-1094
8112	ASSISTANT COURT CLERK.....	33.8	494- 594	7	34.4	508- 611	1105-1329
8114	SENIOR COURT CLERK.....	34.8	517- 622	0	35.4	531- 641	1155-1394
8115	ASSISTANT SUPERVISING COURT CLERK.....	38.8	622- 752	6	39.4	641- 773	1394-1631
8116	LEGISLATIVE CALENDAR CLERK.....	31.0	434- 521	1	31.6	446- 536	970-1166
8118	LEGISLATION CLERK.....	35.3	529- 638	1	35.9	544- 655	1183-1425
8120	SENIOR LEGISLATION CLERK..... Z	44.8	826- 998	1	45.4	850-1027	1849-2234
8134	CONFIDENTIAL CRIME REPORTER.....	35.9	544- 655	1	36.5	560- 674	1218-1466
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....	37.9	596- 721	1	38.5	614- 742	1335-1614
8138	COURT REPORTER.....	38.9	625- 755	2	39.5	644- 777	1401-1690
8156	CLAIMS RECORDS SUPERVISOR.....	34.0	498- 599	0	34.6	512- 617	1114-1342
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....	35.7	539- 650	1	36.3	554- 668	1205-1453
8170	MEDICAL CLAIMS SUPERVISOR..... Z	42.7	748- 903	1	43.3	769- 929	1673-2021
9110	FARE COLLECTIONS RECEIVER.....	33.8	494- 594	58	34.4	508- 611	1105-1329
9112	FARE COLLECTIONS TELLER.....	36.3	554- 668	0	36.9	570- 688	1240-1496
9114	FARE COLLECTIONS CASHIER.....	37.3	580- 701	2	37.9	596- 721	1296-1568
9116	SENIOR FARE COLLECTIONS RECEIVER.....	36.3	554- 668	13	36.9	570- 688	1240-1496
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....	39.8	652- 788	1	40.4	671- 810	1459-1762
9118	TRANSIT REVENUE SUPERVISOR.....	42.5	742- 895	1	43.1	762- 920	1657-2001
9122	TRANSIT INFORMATION CLERK.....	33.3	482- 580	17	33.9	496- 596	1079-1296
9124	SENIOR TRANSIT INFORMATION CLERK.....	36.8	567- 684	3	37.4	583- 704	1268-1531
9125	CHIEF TRANSIT INFORMATION CLERK.....	39.5	644- 777	1	40.1	661- 800	1438-1740
9126	TRANSIT TRAFFIC CHECKER.....	35.8	541- 652	10	36.4	557- 673	1211-1463
9128	SENIOR TRANSIT TRAFFIC CHECKER.....	37.8	594- 717	1	38.4	611- 738	1329-1605
9131	STATION AGENT, MUNICIPAL RAILWAY.....	34.3	505- 608	68	34.9	519- 625	1129-1359
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.	37.8	594- 717	4	38.4	611- 738	1329-1605

C I T Y AND C O U N T Y OF S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
9355	WHARFINGER I	36.0	546- 658	6	36.6	562- 677	1222-1472
9356	WHARFINGER II	39.3	638- 769	1	39.9	655- 792	1425-1723
9357	CHIEF WHARFINGER Z	45.3	846-1022	1	45.9	870-1052	1892-2288

NUMBER OF CLASSES THIS BENCHMARK..... 188
NUMBER OF POSITIONS THIS BENCHMARK..... 3693

1650 ACCOUNTANT

1979-80 SALARY SCHEDULE 34.6 APPROX $1114 - $1222 - $1342 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	144	1114	1222	1342		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	656	1159	1270	1375	833,120											
STATE OF CALIFORNIA	19	1132	1245	1357	23,655	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	38	937	1078	1218	40,964	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	150	1160	1334	1508	200,100	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	3	1276	1334	1391	4,002	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	3	1229	1362	1494	4,086	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1223	1351	1478	2,702	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	18	1168	1314	1459	23,652	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	2	1125	1242	1359	2,484	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	2	1268	1396	1524	2,792	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	1	1322	1465	1607	1,465	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF OAKLAND	17	1364	1419	1474	24,123	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF SAN JOSE	0	1186	1305	1424	0	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SANTA CLARA	1	1393	1542	1691	1,542	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	5	1368	1481	1594	7,405	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
U.C.MEDICAL CENTER S.F.	5	1254	1382	1509	6,910	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	2	1254	1382	1509	2,764	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 16	924	.....			1,181,766											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1279  *
*                        R A T E   R A N G E   1151  TO  1407 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 1650 ACCOUNTANT

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 1650	ACCOUNTANT	Z	34.6	512- 617	144	35.6	536- 647	1166-1407
1652	SENIOR ACCOUNTANT	Z	38.6	617- 745	76	39.6	647- 781	1407-1699
1654	PRINCIPAL ACCOUNTANT	Z	42.6	745- 899	53	43.6	781- 943	1699-2051
1656	HEAD ACCOUNTANT	Z	46.6	899-1088	32	47.6	943-1141	2051-2482
1658	CHIEF ACCOUNTANT	Z	50.3	1073-1298	14	51.3	1125-1362	2447-2962
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION	Z	51.1	1114-1349	1	52.1	1169-1414	2543-3073
1666	FISCAL OFFICER, DEPT OF PUBLIC HEALTH	Z	51.3	1125-1362	1	52.3	1180-1429	2567-3108
1672	ASSISTANT CONTROLLER	Z	52.8	1208-1463	1	53.8	1267-1535	2756-3339
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY		52.9	1214-1470	1	53.9	1273-1543	2769-3356
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC	Z		1881-1881	1		1975-1975	
1679	FINANCIAL REPORTS SPECIALIST	Z	52.8	1208-1463	1	53.8	1267-1535	2756-3339
1802	RESEARCH ASSISTANT	Z	35.6	536- 647	8	36.6	562- 677	1222-1472
1804	STATISTICIAN	Z	39.1	631- 762	11	40.1	661- 800	1438-1740
1806	SENIOR STATISTICIAN	Z	42.6	745- 899	4	43.6	781- 943	1699-2051
1814	ASSISTANT ACTUARY	Z	47.1	920-1114	1	48.1	966-1169	2101-2543
1816	ACTUARY	Z	53.8	1267-1535	1	54.8	1329-1611	2891-3504
1826	ASSOCIATE BUDGET ANALYST	Z	45.4	850-1027	3	46.4	891-1078	1938-2345
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	48.9	1003-1214	0	49.9	1052-1273	2288-2769
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR	Z	54.8	1329-1611	1	55.8	1394-1690	3032-3676
1832	BUSINESS MANAGER, CITY COLLEGE	Z	53.3	1237-1499	1	54.3	1298-1573	2823-3421
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z	40,495YR		1		42,520YR	
1892	ASSISTANT BUDGET DIRECTOR AND ANALYST	Z	52.3	1180-1429	1	53.3	1237-1499	2690-3260
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS	Z	42.8	752- 908	1	43.8	788- 952	1714-2071
3102	ASST BUSINESS MANAGER, REC AND PARK DEPT	Z	41.1	694- 838	0	42.1	728- 878	1583-1910
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	50.8	1099-1329	1	51.8	1152-1394	2506-3032
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	43.6	781- 943	1	44.6	818- 989	1779-2151
4220	PERSONAL PROPERTY AUDITOR	Z	38.6	617- 745	28	39.6	647- 781	1407-1699
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	42.6	745- 899	15	43.6	781- 943	1699-2051
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	46.6	899-1088	10	47.6	943-1141	2051-2482
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	48.6	989-1197	1	49.6	1037-1255	2255-2730
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	50.3	1073-1298	2	51.3	1125-1362	2447-2962
8336	BUSINESS MANAGER, JUVENILE COURT	Z	46.8	908-1099	1	47.8	952-1152	2071-2506
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	42.1	728- 878	1	43.1	762- 920	1657-2001
9384	CHIEF, BUR OF ADMIN FINANCE, PORT		55.8	1394-1690	1	56.8	1463-1773	3182-3856
9385	BUSINESS SERVICE OFFICER, PORT OF SF		38.1	602- 728	0	39.1	631- 762	1372-1657

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 419

1720 DATA ENTRY OPERATOR

1979-80 SALARY SCHEDULE 28.7 APPROX $850 - $931 - $1020 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	88	850	931	1020		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
PRIVATE BAY AREA	4203	861	954	1292	4,009,662										
STATE OF CALIFORNIA	55	877	963	1048	52,965	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
U.S. GOVERNMENT	128	746	858	970	109,824	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
U.S. GOVERNMENT	110	837	964	1090	106,040	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
ALAMEDA COUNTY	8	873	954	1034	7,632	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	20	871	965	1058	19,300	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	4	819	904	989	3,616	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	16	825	928	1031	14,848	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	46	882	971	1060	44,666	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	6	1057	1107	1157	6,642	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF CONCORD	2	922	1022	1121	2,044	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00	10-15-20-20
CITY OF FREMONT	1	888	976	1064	976	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00- 81.00	12-15-21-21
CITY OF HAYWARD	3	815	896	976	2,688	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00	10-15-16-20
CITY OF OAKLAND	6	983	1035	1087	6,210	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF RICHMOND	0	964	1048	1132	0	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	7	831	914	997	6,398	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SANTA CLARA	3	940	1042	1143	3,126	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1015	1099	1183	4,396	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	753	835	916	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	6	858	942	1025	5,652	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	23	850	938	1025	21,574	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
TOTALS 20	4651		.....		4,428,259										

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      952   *
*                    R A T E   R A N G E    857 TO 1047     *
*                                                           *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
* 1720	DATA ENTRY OPERATOR.....	28.7	391- 469	88	29.2	400- 480	870-1044
1721	SENIOR DATA ENTRY OPERATOR.....	30.7	428- 514	6	31.2	438- 526	953-1144
1724	SENIOR TABULATING MACHINE OPERATOR.....	34.9	519- 625	7	35.4	531- 641	1155-1394
1726	PRINCIPAL TABULATING MACHINE OPERATOR...	37.4	583- 704	5	37.9	596- 721	1296-1568
1727	SUPERVISING DATA ENTRY OPERATOR.....	32.7	469- 565	2	33.2	480- 578	1044-1257
1728	TABULATING DIVISION SUPERVISORS..... Z	43.5	777- 938	4	44.0	796- 961	1731-2090
1833	TAPE LIBRARIAN, EDP.....	28.7	391- 469	0	29.2	400- 480	870-1044
1834	SENIOR TAPE LIBRARIAN.....	30.7	428- 514	0	31.2	438- 526	953-1144
1853	CONTROL CLERK, EDP.....	30.7	428- 514	16	31.2	438- 526	953-1144
1855	SENIOR CONTROL CLERK, EDP.....	32.7	469- 565	4	33.2	480- 578	1044-1257
1856	ASST CONTROL SUPERVISOR, EDP.....	34.5	510- 614	3	35.0	521- 628	1133-1366
1858	CONTROL SUPERVISOR, EDP.....	37.0	572- 691	3	37.5	586- 707	1275-1538

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 138

1736 COMPUTER OPERATOR II

1979-80 SALARY SCHEDULE 33.0 APPROX $1033 - $1133 - $1244 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	10	1033	1133	1244		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	1109	1045	1148	1386	1,273,132											
STATE OF CALIFORNIA	8	1030	1131	1232	9,048	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	39	1044	1201	1358	46,839	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	70	1160	1334	1508	93,380	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	12	1017	1112	1207	13,344	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	10	1115	1235	1355	12,350	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	3	1059	1170	1281	3,510	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	6	1048	1179	1310	7,074	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	6	1027	1132	1237	6,792	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	2	1212	1270	1328	2,540	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	1	1133	1254	1375	1,254	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF HAYWARD	1	1000	1099	1198	1,099	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	3	1136	1196	1256	3,588	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	0	1088	1187	1285	0	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	5	1014	1116	1217	5,580	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SANTA CLARA	1	1173	1301	1429	1,301	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
CITY OF SUNNYVALE	1	1148	1274	1399	1,274	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	4	1208	1307	1405	5,228	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	986	1092	1197	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1047	1151	1254	2,302	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	15	1047	1151	1254	17,265	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 20		1298	.....		1,506,900											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1161    *
*                          R A T E   R A N G E   1045 TO 1277 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

CLASS	CLASS TITLE - DESCRIPTION		.....1979-80..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1980-81 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
1730	EDP CENTER ASST SUPERVISOR (RAMAC).....	Z	43.3	769- 929	0	43.8	788- 952	1714-2071
1731	COMPUTER OPERATOR TRAINEE.....			417- 417	0		427- 427	
1732	EDP CENTER SUPERVISOR (RAMAC).....	Z	44.8	826- 998	0	45.3	846-1022	1840-2223
1734	COMPUTER OPERATOR I.....		30.7	428- 514	1	31.2	438- 526	953-1144
* 1736	COMPUTER OPERATOR II.....		33.0*	475- 572	10	33.5*	487- 586	1059-1275
1737	SENIOR COMPUTER OPERATOR.....		35.3*	529- 638	3	35.8*	541- 652	1177-1413
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	38.8*	622- 752	1	39.3*	638- 769	1389-1673
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	43.8	788- 952	2	44.3	807- 975	1755-2121
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	40.3*	668- 807	0	40.8*	684- 826	1488-1797
1745	TECH INSTRUCT ASST, COMPUTER SCIENCES...		32.1	455- 549	0	32.6	467- 562	1016-1222
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	45.8	866-1047	0	46.3	887-1073	1929-2334
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	43.8	788- 952	0	44.3	807- 975	1755-2121
1868	TELEPROCESSING TECHNICIAN.....		36.3	554- 668	1	36.8	567- 684	1233-1488

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 18

1760 OFFSET MACHINE OPERATOR

1979-80 SALARY SCHEDULE 30.8 APPROX $935 - $1024 - $1124 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	935	1024	1124		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
PRIVATE BAY AREA	290	946	1055	1174	305,950										
STATE OF CALIFORNIA	9	968	1063	1158	9,567	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
U.S. GOVERNMENT	8	746	858	970	6,864	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
ALAMEDA COUNTY	5	1237	1237	1237	6,185	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	6	928	1028	1128	6,168	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	1	1010	1116	1221	1,116	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	4	946	1064	1182	4,256	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	2	980	1080	1180	2,160	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	2	1080	1132	1183	2,264	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF FREMONT	1	970	1068	1165	1,068	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00- 81.00	12-15-21-21
CITY OF HAYWARD	1	912	1003	1094	1,003	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00	10-15-16-20
CITY OF OAKLAND	6	1061	1118	1174	6,708	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF SAN JOSE	4	930	1024	1117	4,096	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SANTA CLARA	1	1061	1178	1295	1,178	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1065	1152	1238	1,152	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1203	1307	1405	1,307	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	791	876	961	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	838	920	1002	1,840	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	0	858	942	1025	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
TOTALS 18	339		.....		356,697										
FLAT RATE TOTALS	5		.....		6,185										
COMBINED TOTAL	344														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1052 *

* RATE RANGE 947 TO 1157 *

WEIGHTED AVERAGE OF THE FLAT RATES 1237 TO 1237

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 951 TO 1158 *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1740	BLUEPRINTING MACHINE OPERATOR.....	29.1	398- 477	1	29.7	409- 491	890-1068
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	30.8	430- 517	1	31.4	442- 531	961-1155
1750	MICROPHOTO TECHNICIAN.....	29.1	398- 477	3	29.7	409- 491	890-1068
1752	SENIOR MICROPHOTO TECHNICIAN.....	30.8	430- 517	1	31.4	442- 531	961-1155
* 1760	OFFSET MACHINE OPERATOR.....	30.8	430- 517	16	31.4	442- 531	961-1155
1762	SENIOR OFFSET MACHINE OPERATOR.....	34.1	500- 602	5	34.7	514- 620	1118-1349
1763	REPRODUCTION SUPERVISOR I.....	35.1	524- 631	0	35.7	539- 650	1172-1414
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	35.1	524- 631	4	35.7	539- 650	1172-1414
1772	PHOTO-LITHOGRAPHER.....	34.1	500- 602	1	34.7	514- 620	1118-1349
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	38.1	602- 728	1	38.7	620- 748	1349-1627

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 33

1770 PHOTOGRAPHER

1979-80 SALARY SCHEDULE 35.7 APPROX $1172 - $1285 - $1414 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1172	1285	1414		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	71	1170	1368	1708	97,128											
STATE OF CALIFORNIA	1	1223	1353	1482	1,353	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	3	937	1078	1218	3,234	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	5	1044	1201	1358	6,005	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	14	1160	1334	1508	18,676	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	2	1301	1431	1561	2,862	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
SANTA CLARA COUNTY	*	1153	1273	1392	5,092	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	1	1187	1305	1423	1,305	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF SAN JOSE	1	1270	1399	1527	1,399	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SANTA CLARA	1	1451	1607	1762	1,607	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1033	1145	1256	1,145	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1200	1322	1443	2,644	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 10	106	.....			142,450											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1344    *
*                        R A T E   R A N G E    1210  TO  1478 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1770 PHOTOGRAPHER *
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CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
* 1770	PHOTOGRAPHER.....	35.7	539- 650	8	36.6	562- 677	1222-1472
1774	HEAD PHOTOGRAPHER.....	36.7	565- 681	1	37.6	589- 710	1281-1544
3534	MUSEUM PHOTOGRAPHER.....	36.7	565- 681	1	37.6	589- 710	1281-1544

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 10

1840 JUNIOR MANAGEMENT ASSISTANT

1979-80 SALARY SCHEDULE 34.5 APPROX $1109 - $1218 - $1335 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	1109	1218	1335		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	31	1232	1357	1482	42,067	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	10	1281	1344	1407	13,440	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	1	1210	1341	1471	1,341	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	0	1154	1275	1396	0	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	5	1230	1384	1537	6,920	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	30	997	1105	1213	33,150	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	11	1268	1396	1524	15,356	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	1	1415	1569	1722	1,569	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF HAYWARD	2	1047	1160	1272	2,320	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF SAN JOSE	0	1137	1252	1367	0	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SUNNYVALE	4	1436	1592	1748	6,368	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
CITY OF CONCORD	1	1316	1458	1600	1,458	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
TOTALS ... 12	96			.....	123,989											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1292  *
*                        R A T E   R A N G E   1163 TO 1421   *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	45.2	842-1018	1	46.5	895-1083	1947-2336
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	49.4	1027-1243	1	50.7	1093-1323	2377-2876
1115	CHIEF INVESTMENT OFFICER.....	Z	56.0	1407-1706	1	57.3	1499-1818	3260-3954
1129	CHIEF DEP REGISTRAR OF VOTERS-RECORDER..	Z	43.8	788- 952	1	45.1	838-1013	1823-2203
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	43.1	762- 920	2	44.4	810- 979	1762-2129
1136	ASSISTANT COUNTY CLERK.....	Z	46.3	887-1073	1	47.6	943-1141	2051-2482
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	44.0	796- 961	1	45.3	846-1022	1840-2223
1491	ASSOCIATE REGISTRAR, SFCCD.....	Z		721- 721	0		768- 768	
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	39.3	638- 769	1	40.6	677- 818	1472-1779
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	39.9	655- 792	1	41.2	697- 842	1516-1831
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	41.4	704- 850	1	42.7	748- 903	1627-1964
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z		966- 966	1		1029-1029	
1540	SECRETARY, FIRE COMMISSION.....	Z	46.3	887-1073	1	47.6	943-1141	2051-2482
1544	SECRETARY, LIBRARY COMMISSION.....	Z	43.7	785- 947	1	45.0	834-1008	1814-2192
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	39.2	634- 766	1	40.5	674- 814	1466-1770
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	44.2	803- 970	1	45.5	854-1032	1857-2245
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	51.2	1120-1355	1	52.5	1191-1443	2590-3139
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	43.4	773- 934	1	45.7	862-1042	1875-2266
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	43.5	777- 938	1	44.8	826- 998	1797-2171
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	57.0	1477-1791	1	58.3	1573-1909	3421-4152
1815	MANAGEMENT AIDE.....			877- 877	1		934- 934	
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	34.0	498- 599	1	35.3	529- 638	1151-1389
1822	ADMINISTRATIVE ANALYST.....	Z	41.5	707- 854	8	42.8	752- 908	1636-1975
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	44.5	814- 984	6	45.8	866-1047	1884-2277
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	47.7	947-1147	1	49.0	1008-1220	2192-2654
1825	MANAGEMENT ANALYST.....	Z	45.7	862-1042	0	47.0	916-1109	1992-2412
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	41.7	714- 862	0	43.0	758- 916	1649-1992
1829	OPERATIONS ANALYST.....	Z	38.7	620- 748	18	40.0	658- 796	1431-1731
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		666- 666	11		709- 709	
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		39.3	638- 769	0	40.6	677- 818	1472-1779
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	46.7	903-1093	1	48.0	961-1163	2080-2520
1839	ADMIN ASST, COMMISSION ON THE AGING.....	Z	40.5	674- 814	1	41.8	717- 866	1559-1884
* 1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	34.5	510- 614	8	35.8	541- 652	1177-1418
1842	MANAGEMENT ASSISTANT.....	Z	38.5	614- 742	30	39.8	652- 788	1418-1714
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	42.0	724- 874	34	43.3	769- 929	1673-2021
1845	EXECUTIVE REPRESENTATIVE.....		44.8	826- 998	0	46.1	878-1062	1910-2310
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	44.7	822- 994	1	46.0	874-1057	1901-2299

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	42.6	745- 899	0	43.9	792- 956	1723-2079
1848	MAYOR'S PROGRAM CONSULTANT.....	Z	18,894YR		3		20,122YR	
1849	MAYOR'S PROGRAM MANAGER.....	Z	28,340YR		5		30,182YR	
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	40.2	664- 803	1	41.5	707- 854	1538-1857
1866	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		1220-1220	1		1299-1299	
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z		1765-1765	1		1880-1880	
2119	HEALTH CARE ANALYST.....	Z	42.0	724- 874	1	43.3	769- 929	1673-2021
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	42.5	742- 895	1	43.8	788- 952	1714-2071
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	47.7	947-1147	1	49.0	1008-1220	2192-2654
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	41.6	710- 858	1	42.9	755- 912	1642-1984
2128	ADMINISTRATIVE ASST, LAGUNA HONDA HOSP..	Z	39.6	647- 781	0	40.9	688- 830	1496-1805
2129	ADMINISTRATIVE ASST, SF GEN HOSPITAL....	Z	40.6	677- 818	1	41.9	721- 870	1568-1892
2142	ASST ADMINISTRATOR, SF GEN HOSPITAL.....	Z	51.3	1125-1362	4	52.6	1197-1450	2603-3154
2158	ASST ADMINISTRATOR, LAGUNA HONDA HOSP...	Z	49.4	1027-1243	1	50.7	1093-1325	2377-2878
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	55.5	1375-1666	1	56.8	1463-1773	3182-3856
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	48.2	970-1174	3	49.5	1032-1249	2245-2717
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	52.7	1203-1457	8	54.0	1279-1550	2782-3371
2581	ADMINISTRATIVE CORONER.....		49.3	1022-1237	1	50.6	1088-1316	2366-2862
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		52.3	1180-1429	1	53.6	1255-1520	2730-3304
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	50.3	1073-1298	1	51.6	1141-1381	2482-3004
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		44.3	807- 975	1	45.6	858-1037	1866-2255
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	41.8	717- 866	1	43.1	762- 920	1657-2001
3246	ASSISTANT TO MUNICIPAL STADIUMS MANAGER.		32.7	469- 565	0	34.0	498- 599	1083-1303
3266	MUNICIPAL STADIUMS MANAGER.....	Z	42.9	755- 912	1	44.2	803- 970	1747-2110
3480	FARMERS MARKET MANAGER.....		36.1	549- 661	1	37.4	583- 704	1268-1531
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	51.1	1114-1349	1	52.4	1185-1436	2577-3123
3588	ASST DIRECTOR FOR ADMISTRATION, MUSEUMS.	Z	44.5	814- 984	0	45.8	866-1047	1884-2277
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	43.5	777- 938	1	44.8	826- 998	1797-2171
4120	EXEC SECY BD OF TR, ASST MG DIR, WAR MEM	Z	43.7	785- 947	1	45.0	834-1008	1814-2192
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR....	Z	48.2	970-1174	1	49.5	1032-1249	2245-2717
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	42.4	738- 891	1	43.7	785- 947	1707-2060
4331	SECURITY ANALYST.....	Z	47.7	947-1147	1	49.0	1008-1220	2192-2654
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	49.7	1042-1261	2	51.0	1109-1342	2412-2919
4373	DEPUTY TAX ADMINISTRATOR.....	Z	52.2	1174-1421	1	53.5	1249-1513	2717-3291
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	52.4	1185-1436	1	53.7	1261-1528	2743-3323
4384	CHIEF ASSISTANT TREASURER.....	Z	49.2	1018-1232	1	50.5	1083-1310	2356-2849
5108	SPECIAL ASST FOR HOUSING AND RELOCATION.	Z	50.4	1078-1304	0	51.7	1147-1388	2495-3019

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
5109	ASSISTANT DEPUTY FOR DEVELOPMENT..... Z	49.6	1037-1255	0	50.9	1104-1336	2401-2906
5111	DEPUTY FOR DEVELOPMENT..... Z		1605-1805	0		1922-1922	
5163	WATER DEPT ASST GENERAL MANAGER, ADMIN.. Z	53.6	1255-1520	1	54.9	1336-1616	2906-3519
5164	WATER DEPT ASST GEN MGR, ASST CHIEF ENGR Z	56.1	1414-1714	1	57.4	1506-1827	3276-3974
5185	GENERAL MANAGER, HETCH HETCHY PROJECT... Z		1740-1740	1		1853-1853	
5192	ASSIGNMENT TO DIRECTOR OF PUBLIC WORKS..	55.5	1375-1666	1	56.8	1463-1773	3182-3856
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY.. Z	42.2	731- 882	1	43.5	777- 938	1690-2040
9276	SECRETARY, AIRPORTS COMMISSION..... Z	43.9	792- 956	1	45.2	842-1018	1831-2214
9322	SUPERINTENDENT, STATE BELT RAILROAD.....	44.0	796- 961	0	45.3	846-1022	1840-2223
9376	MARKET RESEARCH SPECIALIST, PORT..... Z	43.5	777- 938	1	44.8	826- 998	1797-2171
9383	DEPUTY PORT DIRECTOR (MARITIME AFFAIRS). Z	56.0	1407-1706	1	57.3	1499-1818	3260-3954
9386	ASSOCIATE PORT TRAFFIC MANAGER..... Z	41.0	691- 834	0	42.3	735- 887	1599-1929
9387	PORT TRAFFIC MANAGER..... Z	43.0	758- 916	1	44.3	807- 975	1755-2121
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....	56.6	1450-1756	0	57.9	1543-1871	3356-4069
9389	PORT TRAFFIC ANALYST..... Z	38.5	614- 742	0	39.8	652- 788	1418-1714
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR Z	47.7	947-1147	1	49.0	1008-1220	2192-2654
9730	STAFF AIDE I, SPECIAL PROJECT..... Z		396- 396	0		422- 422	
9732	STAFF AIDE II, SPECIAL PROJECT..... Z		456- 456	0		486- 486	
9734	STAFF ASSISTANT I, SPECIAL PROJECT..... Z		519- 519	0		553- 553	
9736	STAFF ASSISTANT II, SPECIAL PROJECT..... Z		596- 596	0		635- 635	
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		684- 684	1		728- 728	
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		788- 788	0		839- 839	
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		909- 909	0		968- 968	
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1048-1048	0		1116-1116	
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1206-1206	0		1284-1284	
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1327-1327	0		1413-1413	
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		1461-1461	0		1556-1556	
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		1605-1605	0		1709-1709	
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		1766-1766	0		1881-1881	
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		1854-1854	0		1975-1975	
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		1947-1947	0		2074-2074	

NUMBER OF CLASSES THIS BENCHMARK..... 105
NUMBER OF POSITIONS THIS BENCHMARK..... 203

1872 PROGRAMMER ANALYST

1979-80 SALARY SCHEDULE 38.7 APPROX $1349 - $1481 - $1627 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	18	1349	1481	1627		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	32	1482	1632	1782	52,224	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
CONTRA COSTA COUNTY	4	1384	1533	1682	6,132	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	1	1112	1178	1244	1,178	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	12	1411	1558	1705	18,696	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF OAKLAND	1	1380	1452	1523	1,452	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF SAN JOSE	6	1520	1677	1833	10,062	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1551	1681	1811	3,362	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	1351	1496	1641	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	8	1656	1826	1996	14,608	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	55	1656	1826	1996	100,430	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 10	121	.....			208,144											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1720    *
*                          R A T E   R A N G E   1548  TO  1892 *
*                                                               *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ...	Z	39.8	652- 788	1	43.0	758- 916	1649-1992
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	39.8	652- 788	6	43.0	758- 916	1649-1992
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	42.8	752- 908	0	46.0	874-1057	1901-2299
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	42.8	752- 908	17	46.0	874-1057	1901-2299
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	45.8	866-1047	0	49.0	1008-1220	2192-2654
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	45.8	866-1047	5	49.0	1008-1220	2192-2654
1870	PROGRAMMER ANALYST TRAINEE.....	Z	36.7	565- 681	1	39.9	655- 792	1425-1723
* 1872	PROGRAMMER ANALYST.....	Z	38.7	620- 748	18	41.9	721- 870	1568-1892
1873	SOFTWARE ANALYST.....	Z	44.7	822- 994	2	47.9	956-1158	2079-2519
1874	SENIOR PROGRAMMER ANALYST.....	Z	41.7	714- 862	5	44.9	830-1003	1805-2182
1875	SENIOR SOFTWARE ANALYST.....	Z	46.7	903-1093	1	49.9	1052-1273	2288-2769
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	44.7	822- 994	4	47.9	956-1158	2079-2518
1877	SUPERVISING SOFTWARE ANALYST.....	Z	49.2	1018-1232	0	52.4	1185-1436	2577-3123
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	52.0	1163-1407	0	55.2	1355-1642	2947-3571
1880	CHIEF OF SYSTEMS.....	Z	52.0	1163-1407	2	55.2	1355-1642	[illegible]
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	54.5	1310-1588	0	57.7	1528-1853	3323-4030
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z		1535-1535	1		1781-1781	
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	52.5	1191-1443	1	55.7	1388-1682	3019-3658
9306	EDP PROGRAMMER, PORT.....		36.8	567- 684	0	40.0	658- 796	1431-1731
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		40.3	668- 807	1	43.5	777- 938	1690-2040

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 65

1934 STOREKEEPER

1979-80 SALARY SCHEDULE 32.3 APPROX $1001 - $1098 - $1205 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	40	1001	1098	1205		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
ALAMEDA COUNTY	30	992	1089	1185	32,670	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	9	1170	1297	1423	11,673	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
SAN MATEO COUNTY	1	1048	1179	1310	1,179	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	13	949	1046	1142	13,598	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF HAYWARD	2	1123	1216	1309	2,432	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00	10-15-16-20
CITY OF OAKLAND	21	1168	1231	1293	25,851	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF RICHMOND	1	1088	1187	1285	1,187	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	4	1061	1168	1275	4,672	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SANTA CLARA	1	1116	1238	1360	1,238	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
CITY OF SUNNYVALE	1	1179	1308	1436	1,308	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	11	1414	1414	1414	15,554	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	1093	1117	1140	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	13	1096	1205	1314	15,665	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. [illegible]	21	1096	1205	1314	25,305	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
TOTALS ... 14	117				136,778										
FLAT RATE TOTALS	11				15,554										
COMBINED TOTAL	128														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1169 *

* RATE RANGE 1052 TO 1286 *

WEIGHTED AVERAGE OF THE FLAT RATES 1414 TO 1414

* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1083 TO 1297 *

* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS **********
* 1934 STOREKEEPER *
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CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1914	FILM SERVICE TECHNICIAN.....	29.6	408- 489	3	31.2	438- 526	953-1144
1915	SENIOR FILM SERVICE TECHNICIAN.....	30.6	426- 512	0	32.2	458- 552	996-1201
1924	MATERIALS AND SUPPLIES SUPERVISOR.....	31.6	446- 536	4	33.2	480- 578	1044-1257
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	34.3	505- 608	4	35.9	544- 655	1183-1425
1932	ASSISTANT STOREKEEPER.....	30.3	420- 505	27	31.9	451- 544	981-1183
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...	32.9	473- 570	14	34.5	510- 614	1109-1335
* 1934	STOREKEEPER.....	32.3	460- 554	39	33.9	496- 596	1079-1296
1936	SENIOR STOREKEEPER.....	34.8	517- 622	15	36.4	557- 671	1211-1459
1938	STORES AND EQUIPMENT ASST SUPERVISOR....	37.8	594- 717	1	39.4	641- 773	1394-1681
1939	SCHOOL WAREHOUSE SUPERVISOR..... Z	35.3	529- 638	2	36.9	570- 688	1240-1493
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	41.3	701- 846	1	42.9	755- 912	1642-1984
1948	CODING SUPERVISOR, PURCHASING DEPT.....	38.8	622- 752	1	40.4	671- 810	1459-1762
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	35.4	531- 641	4	37.0	572- 691	1244-1503
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....	30.1	416- 500	5	31.7	448- 539	974-1172
7550	SCHOOL FURNITURE SERVICE WORKER.....	31.9	451- 544	14	33.5	487- 586	1059-1273

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 134

1952 PURCHASER

1979-80 SALARY SCHEDULE 39.1 APPROX $1372 - $1509 - $1657 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1372	1509	1657		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
STATE OF CALIFORNIA	0	1624	1791	1958	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
ALAMEDA COUNTY	4	1508	1658	1808	6,632	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	3	1342	1487	1632	4,461	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
CONTRA COSTA COUNTY	0	1480	1640	1799	0	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	2	1193	1320	1447	2,640	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	1	1397	1571	1745	1,571	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	7	1558	1721	1884	12,047	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	2	1299	1430	1560	2,860	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF OAKLAND	4	1673	1760	1846	7,040	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF SAN JOSE	3	1299	1432	1564	4,296	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SANTA CLARA	1	1532	1697	1862	1,697	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
CITY OF SUNNYVALE	1	1436	1592	1748	1,592	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	2	1590	1723	1855	3,446	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	0	1277	1414	1551	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	3	1377	1517	1656	4,551	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C.MEDICAL CENTER S.F.	2	1656	1826	1996	3,652	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	0	1377	1517	1656	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	6	1656	1826	1996	10,956	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
A.C. TRANSIT	1	1443	1518	1592	1,518	40.0	10	YES	NO	12	YES	YES	16.2%	$ 69.00- 69.00	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	1393	1567	1741	1,567	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00	15-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	1756	1976	2195	1,976	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00	15-15-20-30
TOTALS ... 17	44	....			72,502										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1648

RATE RANGE 1483 TO 1813

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
1928	SCHOOL SUPPLIES ANALYST..... Z	39.1	631- 762	2	40.9	688- 830	1496-1805
1950	ASSISTANT PURCHASER..... Z	32.6	467- 562	2	34.4	508- 611	1105-1329
* 1952	PURCHASER..... Z	39.1	631- 762	10	40.9	688- 830	1496-1805
1954	PURCHASER, PRINTING..... Z	39.1	631- 762	2	40.9	688- 830	1496-1805
1956	SENIOR PURCHASER..... Z	43.1	762- 920	6	44.9	830-1003	1805-2182
1958	SUPERVISING PURCHASER..... Z	45.7	862-1042	0	47.5	938-1136	2040-2471

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 22

2230 PHYSICIAN SPECIALIST

1979-80 SALARY SCHEDULE 54.7 APPROX $2878 - $3169 - $3487 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	145	2878	3169	3487		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	22	3707	4055	4403	89,210	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
CONTRA COSTA COUNTY	42	3251	3418	3584	143,556	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	10	2622	2903	3183	29,030	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
MARIN COUNTY	10	3015	3015	3015	30,150	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	9	2815	3167	3518	28,503	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	1	2866	3176	3485	3,176	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	26	2936	3253	3570	84,578	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	3	3359	3713	4067	11,139	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	4	3697	4086	4474	16,344	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	4	3359	3713	4067	14,852	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	3697	4086	4474	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	430	3646	3646	3646	1,567,780	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00		10-15-20-20

TOTALS ... 8	121	.....	420,388
FLAT RATE TOTALS	440	.....	1,597,930
COMBINED TOTAL	561		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 3474 *

* RATE RANGE 3127 TO 3821 *

WEIGHTED AVERAGE OF THE FLAT RATES 3632 TO 3632

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 3523 TO 3673 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. M.O. SALARY
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	54.3	1298-1573	1	55.3	1362-1650	2962-3588
2210	DENTIST.....	Z	53.2	1232-1491	15	54.2	1291-1565	2806-3404
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	55.6	1381-1674	1	56.6	1450-1756	3154-3819
2220	PHYSICIAN.....	Z	53.7*	1261-1528	42	54.7*	1323-1603	2875-3487
2222	SENIOR PHYSICIAN.....	Z	54.7	1323-1603	2	55.7	1388-1682	3019-3658
* 2230	PHYSICIAN SPECIALIST.....	Z	54.7*	1323-1603	145	55.7*	1388-1682	3019-3658
2232	SENIOR PHYSICIAN SPECIALIST.....	Z	55.7*	1388-1682	33	56.7*	1457-1765	3169-3837
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	57.2	1491-1809	6	58.2	1565-1899	3404-4130
2234	DISTRICT HEALTH OFFICER.....	Z	57.2	1491-1809	5	58.2	1565-1899	3404-4130
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH..	Z	57.2	1491-1809	2	58.2	1565-1899	3404-4130
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	52.5	1191-1443	1	53.5	1249-1515	2717-3271
2240	RADIOLOGIST.....	Z	56.1	1414-1714	1	57.1	1484-1800	3228-3915
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	57.2*	1491-1809	9	58.2*	1565-1899	3404-4130
2458	TOXICOLOGIST.....	Z	53.0	1220-1477	1	54.0	1279-1550	2782-3371
2865	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	59.9	1698-2063	1	60.9	1782-2166	3878-4711
2892	ASST DIRECTOR OF DPH, HOSPITAL SERVICES.	Z	58.4	1580-1918	1	59.4	1658-2014	3606-4383
2894	PROGRAM CHEIF, COMMUNITY PUBLIC HEALTH..	Z	58.2	1565-1899	1	59.2	1642-1994	3571-4337
2895	PROGRAM CHIEF, CMHS.....		58.2	1565-1899	1	59.2	1642-1994	3571-4337
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		59.2	1642-1994	1	60.2	1723-2094	3748-4554

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 269

2312 LICENSED VOCATIONAL NURSE

1979-80 SALARY SCHEDULE 32.0 APPROX $985 - $1083 - $1188 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	140	985	1083	1188		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	2469	1134	1231	1231	3,039,339											
STATE OF CALIFORNIA	57	963	1059	1154	60,363	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	99	837	964	1090	95,436	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	270	937	1078	1218	291,060	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	180	1110	1166	1221	209,880	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	128	957	1060	1163	135,680	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	37	925	1041	1157	38,517	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	117	985	1086	1186	127,062	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	1	1050	1114	1178	1,114	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
U.C.MEDICAL CENTER S.F.	33	1096	1175	1254	38,775	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	1070	1178	1286	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 10	3391	.....			4,037,226											

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*                                                               *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1191    *
*                        R A T E   R A N G E   1072  TO  1310   *
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1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
I120	SENIOR ORDERLY	31.6	446- 536	4	33.7	491- 591	1063-1285
2120	INSTITUTIONAL ADMITTING OFFICER	39.4	641- 773	1	41.5	707- 854	1533-1857
2130	EMERGENCY HOSPITAL SERV ASST SUPT Z	46.2	882-1067	1	48.3	975-1180	2121-2567
2132	EMERGENCY HOSPITAL SERV SUPT Z	48.4	979-1185	1	50.5	1083-1310	2356-2849
2301	ORDERLY TRAINEE		394- 394	0		435- 435	
2302	ORDERLY	30.6	426- 512	615	32.7	469- 565	1020-1229
2304	PSYCHIATRIC ORDERLY	31.3	440- 529	1	33.4	485- 583	1055-1268
2305	PSYCHIATRIC TECHNICIAN	32.3	460- 554	62	34.4	508- 611	1103-1329
2306	SENIOR PSYCHIATRIC ORDERLY	33.3	482- 580	5	35.4	531- 641	1155-1394
2310	OPERATING ROOM TECHNICIAN	32.3	460- 554	7	34.4	508- 611	1105-1329
* 2312	LICENSED VOCATIONAL NURSE	32.0	453- 546	140	34.1	500- 602	1088-1309
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH	31.6	446- 536	47	33.7	491- 591	1063-1285
2392	SR CENTRAL PROCESSING AND DISTR TECH	37.0	572- 691	2	39.1	631- 762	1372-1657
2402	LABORATORY HELPER	27.3	367- 440	6	29.4	404- 485	879-1055
2404	LABORATORY APPRENTICE		448- 448	0		495- 495	
2406	PHARMACY HELPER	31.3	440- 529	6	33.4	485- 583	1055-1268
2408	SENIOR PHARMACY HELPER	33.3	482- 580	1	35.4	531- 641	1155-1394
2409	PHARMACY TECHNICIAN	34.3	505- 608	15	36.4	557- 671	1211-1459
2416	BACTERIOLOGICAL LABORATORY ASSISTANT	28.8	393- 471	6	30.9	432- 519	940-1129
2420	HISTOLOGY TECHNICIAN	35.6	536- 647	1	37.7	591- 714	1285-1553
2440	VETERINARY LABORATORY TECHNOLOGIST	35.5	534- 644	1	37.6	589- 710	1281-1544
2502	STERILIZER OPERATOR	30.6	426- 512	2	32.7	469- 565	1020-1229
2514	ORTHOPEDIC TECHNICIAN I	32.3	460- 554	2	34.4	508- 611	1105-1329
2515	ORTHOPEDIC TECHNICIAN II	33.3	482- 580	1	35.4	531- 641	1155-1394
2520	MORGUE ATTENDANT	30.8	430- 517	3	32.9	473- 570	1029-1240
2522	SENIOR MORGUE ATTENDANT	32.3	460- 554	5	34.4	508- 611	1105-1329
2526	AMBULANCE DRIVER	41.2	697- 842	34	43.3	769- 929	1673-2021
2528	MEDICAL STEWARD	41.2*	697- 842	38	43.3*	769- 929	1673-2021
2530	SENIOR MEDICAL STEWARD	42.7	748- 903	9	44.8	826- 998	1797-2171
7303	BARBER	32.6	467- 562	2	34.7	514- 620	1118-1349
7324	BEAUTICIAN	32.6	467- 562	2	34.7	514- 620	1118-1349

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 1020

2320 REGISTERED NURSE

1979-80 SALARY SCHEDULE 38.7 APPROX $1349 - $1481 - $1627 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	681	1349	1481	1627		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	7334	1454	1513	1612	11,096,342											
STATE OF CALIFORNIA	13	1290	1421	1551	18,473	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	539	1420	1633	1846	880,187	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	240	1526	1610	1693	386,400	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	71	1423	1496	1568	106,216	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	11	1238	1369	1499	15,059	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	86	1209	1361	1513	117,046	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	341	1302	1427	1552	486,607	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	1	1340	1421	1502	1,421	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
U.C.MEDICAL CENTER S.F.	10	1377	1479	1581	14,790	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	315	1443	1550	1656	488,250	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	1286	1415	1543	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 11	8961	.....			13,610,791											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1519    *
*                          R A T E   R A N G E   1367 TO 1671 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2320 REGISTERED NURSE *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 2320	REGISTERED NURSE.....		38.7	620- 748	681	39.2	634- 766	1379-1666
2322	HEAD NURSE.....		42.7	748- 903	89	43.2	766- 925	1665-2012
2323	CLINICAL NURSE SPECIALIST.....		42.7	748- 903	28	43.2	766- 925	1665-2012
2323	CLINICAL NURSE SPECIALIST.....		44.7*	822- 994	28	45.2*	842-1018	1831-2214
2324	NURSING SUPERVISOR.....	Z	43.7	785- 947	15	44.2	803- 970	1747-2110
2326	NURSING SUPERVISOR, PSYCHIATRIC.....	Z	44.7	822- 994	6	45.2	842-1018	1831-2214
2328	NURSE PRACTITIONER.....		40.2	664- 803	4	40.7	681- 822	1481-1788
2330	ANESTHETIST.....		44.9	830-1003	6	45.4	850-1027	1849-2234
2340	OPERATING ROOM NURSE.....		38.7	620- 748	35	39.2	634- 765	1379-1666
2342	HEAD NURSE, SURGERY.....	Z	42.7	748- 903	6	43.2	766- 925	1665-2012
2344	CHIEF OF SURGERY NURSES.....	Z	45.7	862-1042	1	46.2	882-1067	1918-2321
2350	INSTRUCTOR OF NURSING.....	Z	43.7	785- 947	7	44.2	803- 970	1747-2110
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION.	Z	46.2	882-1067	1	46.7	903-1093	1964-2377
2366	ASSISTANT DIRECTOR OF NURSES, LHH.....	Z	47.2	925-1120	5	47.7	947-1147	[illegible]
2368	ASSISTANT DIRECTOR OF NURSES, SFGH.....	Z	47.7	947-1147	9	48.2	970-1174	2110-2553
2369	DIRECTOR OF NURSES, LHH.....	Z	49.9	1052-1273	1	50.4	1078-1304	[illegible]
2370	DIRECTOR OF NURSES, SFGH.....	Z	50.9	1104-1336	1	51.4	1131-1368	2460-2975
2394	CENTRAL PROCESSING AND DISTR SUPV.....		40.7	681- 822	1	41.2	697- 842	1516-1831
2830	PUBLIC HEALTH NURSE.....	Z	42.7	748- 903	89	43.2	766- 925	1666-2012
2832	SUPERVISING PUBLIC HEALTH NURSE.....	Z	46.2	882-1067	11	46.7	903-1093	[illegible]
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	48.4	979-1185	0	48.9	1003-1214	[illegible]
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	Z	52.9	1214-1470	1	53.4	1245-1506	[illegible]
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	39.7	650- 785	0	40.2	664- 803	[illegible]
2848	EDUCATIONAL DIRECTOR, PUB HEALTH NURSING	Z	47.7	947-1147	0	48.2	970-1174	2110-2553

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 1025

2426 RADIOLOGIC TECHNOLOGIST II

1979-80 SALARY SCHEDULE 36.8 APPROX $1233 - $1353 - $1488 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	25	1233	1353	1488		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	692	1336	1424	1595	985,408											
STATE OF CALIFORNIA	1	1179	1297	1415	1,297	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	51	1044	1201	1358	61,251	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	16	1160	1334	1508	21,344	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	20	1413	1556	1698	31,120	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	11	1160	1285	1410	14,135	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	2	1055	1187	1319	2,374	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	16	1147	1266	1385	20,256	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	25	1314	1448	1581	36,200	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	1346	1482	1617	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 9	834	.....			1,173,305											

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*   WEIGHTED AVEPAGE OF THE MIDPOINTS AND MEDIAN      1407  *
*                          R A T E   R A N G E   1266 TO 1548 *
*                                                           *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. NO. SALARY
2202	DENTAL AIDE.....	32.5	465- 560	12	33.3	482- 580	1[illegible]8-1262
2204	DENTAL HYGIENIST.....	36.0	546- 658	3	36.8	557- 684	1233-1433
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		248- 248	6		258- 258	
2424	X-RAY LABORATORY AIDE.....	31.5	444- 534	33	32.3	460- 554	1001-1205
2425	RADIOLOGIC TECHNOLOGIST I.....	36.0	546- 658	15	36.8	567- 684	1233-1433
* 2426	RADIOLOGIC TECHNOLOGIST II.....	36.8	567- 684	25	37.6	589- 710	1281-1544
2427	RADIOLOGIC TECHNOLOGIST III.....	37.8	594- 717	5	38.6	617- 745	1342-1620
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...	39.3	638- 769	7	40.1	661- 800	1438-1[illegible]
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..	40.8	684- 826	3	41.6	710- 858	1544-1[illegible]
2430	MEDICAL EXAMINATIONS ASSISTANT.....	32.5	465- 560	2	33.3	482- 580	1048-1262
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....	42.3	735- 887	1	43.1	762- 920	1657-[illegible]
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	34.0	498- 599	6	34.8	517- 622	1124-1353
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....	36.0	546- 658	1	36.8	567- 684	1233-1488
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	35.5	534- 644	3	36.3	554- 668	1205-1[illegible]
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....	36.5	560- 674	0	37.3	580- 701	1262-1565

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 122

2444 CLINICAL LABORATORY TECHNOLOGIST

1979-80 SALARY SCHEDULE 42.2 APPROX $1590 - $1747 - $1918 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1590	1747	1918		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	1314	1686	1858	2001	2,441,412											
STATE OF CALIFORNIA	2	1482	1632	1782	3,264	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	26	1578	1728	1877	44,928	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	19	1347	1492	1637	28,348	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	14	1388	1562	1735	21,868	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	37	1243	1377	1511	50,949	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	139	1543	1703	1862	236,717	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	3	1581	1744	1906	5,232	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 8	1554	.....			2,832,718											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1823      *
*                          R A T E   R A N G E    1641  TO  2005  *
*                                                                 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	42.2	731- 882	5	43.1	762- 920	1657-2000
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	45.2	842-1018	1	46.1	878-1062	1910-2310
2448	TECH INSTRUCT ASST, BIO SCIENCES.....	Z	32.6	467- 562	1	33.5	487- 586	1059-1275
2462	MICROBIOLOGIST.....	Z	42.2	731- 882	7	43.1	762- 920	1657-2000
2464	SENIOR MICROBIOLOGIST.....	Z	45.2	842-1018	6	46.1	878-1062	1910-2310
2465	VIROLOGIST.....	Z	46.5	895-1083	1	47.4	934-1131	2031-2460
2466	CHIEF MICROBIOLOGIST.....	Z	49.2	1018-1232	1	50.1	1062-1285	2310-2795
2468	WATER QUALITY BIOLOGIST.....		45.2	842-1018	0	46.1	878-1062	1910-2310
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	52.4	1185-1436	1	53.3	1237-1499	2690-3260

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 23

2450 PHARMACIST

1979-80 SALARY SCHEDULE 45.5 APPROX $1857 - $2040 - $2245 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	30	1857	2040	2245		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	441	2090	2177	2177	960,057											
STATE OF CALIFORNIA	3	1958	2054	2149	6,162	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	54	1718	1976	2233	106,704	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	9	1726	1910	2091	17,190	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	8	1836	1932	2026	15,456	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	6	1686	1897	2107	11,382	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	12	1779	1966	2153	23,592	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	8	2044	2199	2353	17,592	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	2	1818	1956	2093	3,912	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 9	543		.....		1,162,047											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      2140    *
*                          R A T E   R A N G E   1926 TO 2354 *
*                                                             *
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C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2450 PHARMACIST

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 2450	PHARMACIST..... Z	45.5	854-1032	30	46.4	891-1073	1930-2345
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP.... Z	47.5	938-1136	1	48.4	979-1185	2120-2577
2452	SENIOR PHARMACIST, SF GEN HOSPITAL..... Z	49.5	1032-1249	1	50.4	1078-1304	2345-2836
2454	CLINICAL PHARMACIST.....	48.5	984-1191	5	49.4	1027-1243	2234-2704

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 37

2486 PUBLIC HEALTH CHEMIST

1979-80 SALARY SCHEDULE 38.0 APPROX $1303 - $1431 - $1575 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1303	1431	1575		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	22	1482	1632	1782	35,904	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	1	1630	1798	1966	1,798	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
SAN MATEO COUNTY	1	1515	1704	1892	1,704	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
EAST BAY MUNI. UTIL. DIST.	9	1590	1723	1855	15,507	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
TOTALS ... 4	33	.....			54,913											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1664

RATE RANGE 1498 TO 1830

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2486 PUBLIC HEALTH CHEMIST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. NO. SALARY
2447	TECH INSTRUCT ASST, CHEMISTRY.....		32.1	455- 549	1	35.2	526- 634	1144-1379
2449	TECH INSTRUCT ASST, PHYSICS.....		32.1	455- 549	1	35.2	526- 634	1144-1379
2456	ASSISTANT TOXICOLOGIST.....	Z	41.5	707- 854	1	44.6	818- 989	1779-2151
2471	WATER QUALITY CHEMIST.....	Z	39.0	628- 758	18	42.1	723- 878	1583-1910
2472	SENIOR WATER CHEMIST.....	Z	43.2	766- 925	1	46.3	887-1073	1929-2334
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	43.5	777- 938	6	46.6	899-1088	1955-2366
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	35.5	534- 644	4	38.6	617- 745	1342-1620
* 2486	PUBLIC HEALTH CHEMIST.....	Z	38.0	599- 724	5	41.1	694- 838	1509-1823
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	40.5	674- 814	1	43.6	781- 943	1699-2051
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	45.0	834-1008	1	48.1	966-1169	2101-2543
6106	SANITARY ENGINEERING TECHNICIAN.....		36.5	560- 674	2	39.6	647- 781	1407-1699

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 41

2556 PHYSICAL THERAPIST

1979-80 SALARY SCHEDULE 38.7 APPROX $1349 - $1481 - $1627 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	13	1349	1481	1627		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	285	1505	1552	1678	442,320											
STATE OF CALIFORNIA	3	1290	1421	1551	4,263	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	15	1420	1623	1826	24,345	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	6	1331	1466	1601	8,796	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	13	1326	1469	1612	19,097	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1282	1417	1551	2,834	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	3	1196	1345	1494	4,035	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SAN MATEO COUNTY	5	1258	1415	1572	7,075	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	9	1180	1302	1424	11,718	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	8	1443	1590	1736	12,720	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	1409	1552	1695	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 10	349	.....			537,203											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1539  *
*                          R A T E   R A N G E   1385 TO 1693 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2556 PHYSICAL THERAPIST *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2504	INHALATION THERAPIST.....		33.9	496- 596	0	34.7	514- 620	1118-1349
2538	AUDIOMETRIST.....	Z	40.5	674- 814	3	41.3	701- 846	1525-1840
2542	SPEECH PATHOLOGIST.....	Z	42.0	724- 874	3	42.8	752- 908	1636-1975
2546	HANDICRAFT INSTRUCTOR.....		33.4	485- 583	1	34.2	503- 605	1094-1316
2548	OCCUPATIONAL THERAPIST.....	Z	39.0	628- 758	18	39.8	652- 788	1418-1714
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	42.2	731- 882	4	43.0	758- 916	1649-1992
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	36.7	565- 681	5	37.5	586- 707	1275-1538
2554	PHYSICAL THERAPY AIDE.....		33.3	482- 580	2	34.1	500- 602	1088-1309
* 2556	PHYSICAL THERAPIST.....	Z	38.7	620- 748	13	39.5	644- 777	1401-1690
2558	SENIOR PHYSICAL THERAPIST.....	Z	42.2	731- 882	4	43.0	758- 916	1649-1992
2560	OPTOMETRIC CONSULTANT.....	Z	9.04HR		0		9.40HR	
2561	OPTOMETRIST.....		47.3	929-1125	1	48.1	966-1169	2101-2543
2562	CHIROPRACTIC CONSULTANT.....	Z		617- 617	0		642- 642	

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 54

2574 CLINICAL PSYCHOLOGIST

1979-80 SALARY SCHEDULE 44.5 APPROX $1770 - $1947 - $2140 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	28	1770	1947	2140		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	6	1958	2160	2362	12,960	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	3	2059	2368	2676	7,104	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	15	1969	2065	2160	30,975	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	5	1827	2024	2220	10,120	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1746	1931	2116	3,862	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	12	1915	2154	2393	25,848	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	27	1763	1948	2133	52,596	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	1	1759	1919	2079	1,919	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
U.C.MEDICAL CENTER S.F.	4	2193	2421	2649	9,684	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	0	1996	2203	2409	0	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 10	75	.....			155,068											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      2068  *
*                          R A T E   R A N G E   1861 TO 2275 *
*                                                           *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2570	COORDINATOR, VOCATIONAL REHAB SERV, CMHS Z	46.5	895-1083	0	47.7	947-1147	2060-2495
* 2574	CLINICAL PSYCHOLOGIST..... Z	44.5	814- 984	28	45.7	862-1042	1875-2266
2575	RESEARCH PSYCHOLOGIST..... Z	46.0	874-1057	1	47.2	925-1120	2012-2436
2576	SUPERVISING CLINICAL PSYCHOLOGIST..... Z	46.0	874-1057	6	47.2	925-1120	2012-2436
2578	CHIEF CLINICAL PSYCHOLOGIST..... Z	49.7	1042-1261	1	50.9	1104-1336	2401-2905
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.		1771-1771	1		1877-1877	
2954	VOCATIONAL PSYCHOLOGIST..... Z	36.5	560- 674	0	37.7	591- 714	1285-1553

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 37

2604 FOOD SERVICE WORKER

1979-80 SALARY SCHEDULE 29.1 APPROX $866 - $948 - $1037 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	148	866	948	1037		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	121	775	850	925	102,850	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	157	1075	1165	1255	182,905	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	96	879	938	997	90,048	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	6	802	839	875	5,034	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	79	878	973	1068	76,867	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	17	863	914	965	15,538	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	34	820	903	985	30,702	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	58	959	1003	1047	58,174	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	23	720	789	858	18,147	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 8	591	.....			580,265											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          982       *
*                          R A T E   R A N G E     884  TO  1080    *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2604 FOOD SERVICE WORKER *
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CLASS	CLASS TITLE - DESCRIPTION		.....1979-80..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1980-81 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
* 2604	FOOD SERVICE WORKER.....		29.1	398- 477	148	29.9	412- 496	896-1079
2606	SENIOR FOOD SERVICE WORKER.....		30.1	416- 500	21	30.9	432- 519	940-1129
2608	SUPPLY ROOM ATTENDENT.....		30.7	428- 514	2	31.5	444- 534	966-1161
2615	SCHOOL LUNCHROOM HELPER.....		29.1	398- 477	658	29.9	412- 496	896-1079
2618	FOOD SERVICE SUPERVISOR.....		32.9	473- 570	4	33.7	491- 591	1068-1285
2619	SENIOR FOOD SERVICE SUPERVISOR.....		34.9	519- 625	1	35.7	539- 650	1172-1414
2630	SCHOOL LUNCHROOM COOK.....		30.1	416- 500	30	30.9	432- 519	940-1129
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		31.1*	436- 524	36	31.9*	451- 544	981-1183
2634	COOK-MANAGER, SECONDARY SCHOOL.....		34.0	498- 599	30	34.8	517- 622	1124-1353
2650	ASSISTANT COOK.....		32.1	455- 549	9	32.9	473- 570	1029-1240
2652	BAKER.....		36.6	562- 677	3	37.4	583- 700	1268-1524
2654	COOK.....		35.1	524- 631	29	35.9	544- 655	1183-1425
2656	CHEF.....		39.6	647- 781	11	40.4	671- 810	1459-1762
2660	ADMINISTRATIVE CHEF.....	Z	45.5	854-1032	2	46.3	887-1073	1929-2334
2661	FOOD SERVICE ADMINISTRATOR.....	Z	44.8	826- 998	1	45.6	858-1037	1866-2255
2670	CHILDREN'S CENTER KITCHEN HELPER.....		27.1	364- 436	0	27.9	377- 451	820- 981
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		29.4	404- 485	94	30.2	418- 503	908-1094
2674	CHILDREN'S CENTER HOUSEPARENT.....		30.9	432- 519	18	31.7	448- 539	974-1172
7350	MEAT CUTTER.....		37.6	589- 710	4	38.4	611- 735	1329-1605
7351	HEAD MEAT CUTTER.....		39.6	647- 781	1	40.4	671- 810	1459-1762

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 1102

2624 DIETITIAN

1979-80 SALARY SCHEDULE 37.6 APPROX $1281 - $1407 - $1544 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1281	1407	1544		40.0	13	NO	NO	13	NO	YES	*	$ 40 -	40	10-15-20-20
STATE OF CALIFORNIA	0	1154	1269	1383	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00-	92.00	10-15-19-20
U.S. GOVERNMENT	16	1420	1633	1846	26,128	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18*26-26
ALAMEDA COUNTY	5	1366	1434	1502	7,170	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00-	89.00	10-15-20-20
CONTRA COSTA COUNTY	3	1236	1370	1503	4,110	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	2	1196	1345	1494	2,690	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-	112.00	13-16-21-22
SANTA CLARA COUNTY	5	1327	1465	1603	7,325	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00-	77.00	10-16-21-22
U.C.MEDICAL CENTER S.F.	7	1443	1590	1736	11,130	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-	102.00	15-15-21-24
U.C. BERKELEY	1	1346	1482	1617	1,482	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-	102.00	15-15-21-24
TOTALS ... 8	39	.....			60,035											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1539 *

* RATE RANGE 1385 TO 1693 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2624 DIETITIAN *
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CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 2624	DIETITIAN.....	Z	37.6	589- 710	10	39.5	644- 777	1401-1690
2626	CHIEF DIETITIAN.....	Z	40.1	661- 800	2	42.0	724- 874	1575-1901
2636	SCHOOL LUNCHROOM AREA SUPERVISOR.....	Z	41.1	694- 838	5	43.0	758- 916	1649-1992
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	44.1	800- 966	2	46.0	874-1057	1901-2299
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	48.3	975-1180	1	50.2	1067-1291	2321-2808
2846	NUTRITIONIST.....	Z	38.6	617- 745	1	40.5	674- 814	1466-1770

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 21

2708 CUSTODIAN

1979-80 SALARY SCHEDULE 29.7 APPROX $890 - $974 - $1068 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	393	890	974	1068		40.0	13	NO	NO	13	NO	YES	*	$ 40 -	40	10-15-20-20
PRIVATE BAY AREA	9774	809	1017	1247	9,940,158											
STATE OF CALIFORNIA	310	794	870	945	269,700	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00-	92.00	10-15-19-20
U.S. GOVERNMENT	113	1014	1099	1183	124,187	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18*26-26
U.S. GOVERNMENT	327	1075	1165	1255	380,955	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18*26-26
ALAMEDA COUNTY	88	890	973	1055	85,624	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00-	89.00	10-15-20-20
CONTRA COSTA COUNTY	73	975	1025	1075	74,825	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	12	857	922	987	11,064	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-	152.00	10-15-20-30
SAN MATEO COUNTY	63	877	986	1095	62,118	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-	112.00	13-16-21-22
SANTA CLARA COUNTY	169	820	903	985	152,607	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00-	77.00	10-16-21-22
CITY OF BERKELEY	8	1027	1064	1101	8,512	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00-	93.00	10-15-20-25
CITY OF CONCORD	6	948	1063	1177	6,378	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-	142.00	10-15-20-20
CITY OF OAKLAND	67	1001	1054	1107	70,618	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00-	85.00	10-15-18-25
CITY OF RICHMOND	5	945	1028	1110	5,140	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	84	889	978	1066	82,152	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00-	99.00	10-15-20-20
CITY OF SAN MATEO	1	1013	1093	1172	1,093	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00-	80.00	10-15-20-20
CITY OF SANTA CLARA	4	1008	1119	1229	4,476	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00-	73.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	11	1245	1245	1245	13,695	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-	117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	165	906	954	1002	157,410	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	190	937	1030	1123	195,700	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-	102.00	15-15-21-24
U.C. BERKELEY	32	858	942	1025	30,144	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-	102.00	15-15-21-24

TOTALS ... 19	11491	.....	11,662,861
FLAT RATE TOTALS	11	.....	13,695
COMBINED TOTAL	11502		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1015 *
* RATE RANGE 914 TO 1117 *

WEIGHTED AVERAGE OF THE FLAT RATES 1245 TO 1245

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 914 TO 1117 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
C101	DRESSING ROOM ATTENDANT.....	3.66 HR		0		3.82 HR	
C251	SUPERVISOR OF OPERA HOUSE ATTENDANTS....	4.27 HR		0		4.46 HR	
C252	OPERA HOUSE ATTENDANT.....	4.11 HR		0		4.29 HR	
1902	CLOTHING ROOM ATTENDANT.....	18.5	248- 295	0	19.4	258- 308	561- 670
2706	HOUSEKEEPER.....	26.9	360- 432	3	27.8	375- 449	816- 977
* 2708	CUSTODIAN.....	29.7	409- 491	393	30.6	426- 512	927-1114
2709	SCHOOL CUSTODIAN.....	29.7	409- 491	540	30.6	426- 512	927-1114
2710	RESIDENCE MANAGER.....	28.5	388- 465	0	29.4	404- 485	879-1055
2716	CUSTODIAL ASSISTANT SUPERVISOR.....	31.7	448- 539	26	32.6	467- 562	1016-1222
2718	CUSTODIAL SUPERVISOR I.....	33.7	491- 591	19	34.6	512- 617	1114-1342
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	35.7	539- 650	3	36.6	562- 677	1222-1472
2720	JANITORIAL SERVICES SUPERVISOR.....	37.7	591- 714	1	38.6	617- 745	1342-1620
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...	31.7	448- 539	20	32.6	467- 562	1016-1222
2727	SCHOOL CUSTODIAN SUPERVISOR I.....	33.7	491- 591	17	34.6	512- 617	1114-1342
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..	36.0	546- 658	12	36.9	570- 688	1240-1496
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.	38.5	614- 742	1	39.4	641- 773	1394-1681
2736	PORTER.....	29.7	409- 491	226	30.6	426- 512	927-1114
2738	PORTER ASSISTANT SUPERVISOR.....	31.7	448- 539	21	32.6	467- 562	1016-1222
2740	PORTER SUPERVISOR I.....	33.7	491- 591	9	34.6	512- 617	1114-1342
2742	GENERAL SERVICES SUPERVISOR.....	34.8	517- 622	1	35.7	539- 650	1172-1414
2783	BUILDING MANAGER.....	28.0	379- 453	0	28.9	394- 473	857-1029
2785	ASSISTANT GENERAL SERVICES MANAGER.....	36.1	549- 661	1	37.0	572- 691	1244-1503
2786	GENERAL SERVICES MANAGER.....	40.7	681- 822	2	41.6	710- 858	1544-1866
7392	WINDOW CLEANER.....	36.1	549- 661	7	37.0	572- 691	1244-1503
7393	WINDOW CLEANER ASSISTANT SUPERVISOR.....	38.1	602- 728	0	39.0	628- 758	1366-1649
7450	SHADE AND DRAPERY WORKER.....	32.1	455- 549	6	33.0	475- 572	1033-1244
7451	SENIOR SHADE AND DRAPERY WORKER.....	34.1	500- 602	1	35.0	521- 628	1133-1366
7452	SHADE WORKER.....	31.5	444- 534	1	32.4	463- 557	1007-1211
7520	INCINERATOR OPERATOR.....	27.0	362- 434	1	27.9	377- 451	820- 981
7524	INSTITUTION UTILITY WORKER.....	29.9	412- 496	1	30.8	430- 517	935-1124
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...	39.0	628- 758	1	39.9	655- 792	1425-1723

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 1313

2760 LAUNDRY WORKER

1979-80 SALARY SCHEDULE 28.1 APPROX $829 - $905 - $990 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DEN- DAYS	TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	57	829	905	990		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	35	775	850	925	29,750	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	34	1014	1099	1183	37,366	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	22	831	907	983	19,954	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
SANTA CLARA COUNTY	19	820	903	985	17,157	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
U.C.MEDICAL CENTER S.F.	8	959	1003	1047	8,024	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	23	1003	1050	1096	24,150	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
TOTALS ... 5	141	.....			136,401											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 967 *

* RATE RANGE 870 TO 1064 *

* *

C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2760 LAUNDRY WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
* 2760	LAUNDRY WORKER.....	28.1	381- 455	57	29.6	408- 489	887-1064
2770	SENIOR LAUNDRY WORKER.....	29.1	398- 477	16	30.6	426- 512	927-1114
2772	SEWING TECHNICIAN.....	27.6	372- 446	8	29.1	398- 477	866-1037
2774	SENIOR SEWING TECHNICIAN.....	30.6	426- 512	2	32.1	455- 549	990-1194
2780	LAUNDRY WORKER SUPERVISOR.....	32.6	467- 562	3	34.1	500- 602	1088-1309
2782	LAUNDRY SUPERINTENDENT.....	38.3	608- 735	3	39.8	652- 788	1418-1714

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 89

2822 HEALTH EDUCATOR

1979-80 SALARY SCHEDULE 38.5 APPROX $1335 - $1466 - $1614 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1335	1466	1614		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	2	1580	1659	1737	3,318	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	5	1467	1625	1783	8,125	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	1513	1673	1833	1,673	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	1	1494	1680	1866	1,680	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	11	1392	1537	1681	16,907	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	1	1474	1607	1740	1,607	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
TOTALS ... 6	21	.....			33,310											

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*   WEIGHTED AVEPAGE OF THE MIDPOINTS AND MEDIAN      1586  *
*                          R A T E   R A N G E   1427 TO 1745 *
*                                                           *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2822 HEALTH EDUCATOR *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
* 2822	HEALTH EDUCATOR..... Z	38.5	614- 742	5	40.1	661- 800	1436-1740
2823	MENTAL HEALTH EDUCATOR..... Z	40.5	674- 814	3	42.1	728- 878	1583-1910
2824	CHIEF, BUREAU OF HEALTH EDUCATION..... Z	42.2	731- 882	1	43.8	788- 952	1714-2071

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 9

2903 ELIGIBILITY WORKER

1979-80 SALARY SCHEDULE 31.6 APPROX $970 - $1064 - $1166 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	282	970	1064	1166		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	529	1027	1123	1218	594,067	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	284	999	1107	1214	314,388	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	11	946	1044	1141	11,484	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	101	970	1092	1213	110,292	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	215	958	1056	1153	227,040	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 5	1140	.....			1,257,271											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1103  *
*                          R A T E   R A N G E     993 TO 1213 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. NO. SALARY
1487	FINANCIAL AIDS ASSISTANT.....	33.5	487- 586	6	34.3	505- 608	1098-1322
* 2903	ELIGIBILITY WORKER.....	31.6*	446- 536	282	32.4*	463- 557	1007-1211
2905	SENIOR ELIGIBILITY WORKER.....	33.6	489- 589	209	34.4	508- 611	1105-1329
2907	ELIGIBILITY WORKER SUPERVISOR.....	36.4*	557- 671	63	37.2*	578- 697	1257-1516
2908	HOSPITAL ELIGIBILITY WORKER.....	34.4	508- 611	12	35.2	526- 634	1144-1379
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....	40.1	661- 800	5	40.9	688- 830	1496-1805
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR.... Z	41.1	694- 838	3	41.9	721- 870	1568-1892

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 580

2910 SOCIAL WORKER

1979-80 SALARY SCHEDULE 36.7 APPROX $1229 - $1349 - $1481 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	113	1229	1349	1481		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	82	1218	1336	1453	109,552	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	6	1156	1281	1405	7,686	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	100	1306	1447	1588	144,700	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	0	1091	1205	1319	0	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	64	1227	1300	1372	83,200	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SAN MATEO COUNTY	51	1294	1457	1619	74,307	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	44	1153	1273	1392	56,012	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 5	347	.....			475,457											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1370      *
*                          R A T E   R A N G E    1233 TO 1507    *
*                                                                 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2910 SOCIAL WORKER

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2566	REHABILITATION COUNSELOR	Z	40.0	658- 796	16	40.3	668- 807	1453-1755
2585	HEALTH WORKER I		25.6	340- 408	40	25.9	344- 412	748- 896
2586	HEALTH WORKER II		28.1	381- 455	46	28.4	386- 463	840-1007
2587	HEALTH WORKER III		31.6	446- 536	36	31.9	451- 544	981-1183
2588	HEALTH WORKER IV		35.3	529- 638	17	35.6	536- 647	1166-1407
2589	HEALTH PROGRAM COORDINATOR I	Z	38.3	608- 735	1	38.6	617- 745	1342-1620
2591	HEALTH PROGRAM COORDINATOR II	Z	41.3	701- 846	3	41.6	710- 858	1544-1866
2593	HEALTH PROGRAM COORDINATOR III	Z	44.8	826- 998	1	45.1	838-1013	1823-2203
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR	Z	43.8	788- 952	1	44.1	800- 966	1740-2101
2901	SOCIAL SERVICES ASSISTANT (NEW CAREERS)		27.9	377- 451	0	28.2	383- 458	833- 996
2904	SOCIAL SERVICE TECHNICIAN		32.0	453- 546	6	32.3	460- 554	1001-1205
2906	SOCIAL WORKER TRAINEE	Z		539- 539	0		547- 547	
* 2910	SOCIAL WORKER	Z	36.7	565- 681	113	37.0	572- 691	1244-1503
2912	SENIOR SOCIAL WORKER	Z	38.2	605- 731	100	38.5	614- 742	1335-1614
2914	SOCIAL WORK SUPERVISOR	Z	41.2	697- 842	40	41.5	707- 854	1538-1857
2920	MEDICAL SOCIAL WORKER	Z	41.7	714- 862	25	42.0	724- 874	1575-1901
2922	SENIOR MEDICAL SOCIAL WORKER	Z	43.7	785- 947	7	44.0	796- 961	1731-2090
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	44.9	830-1003	3	45.2	842-1018	1831-2214
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	46.9	912-1104	1	47.2	925-1120	2012-2436
2930	PSYCHIATRIC SOCIAL WORKER	Z	41.7	714- 862	39	42.0	724- 874	1575-1901
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	43.7	785- 947	23	44.0	796- 961	1731-2090
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	46.7	903-1093	1	47.0	916-1109	1992-2412
2936	PSYCHIATRIC SOCIAL WORK DIRECTOR	Z	49.7	1042-1261	0	50.0	1057-1279	2299-2782
2940	CHILD WELFARE WORKER	Z	41.7	714- 862	70	42.0	724- 874	1575-1901
2942	SENIOR CHILD WELFARE WORKER	Z	43.7	785- 947	31	44.0	796- 961	1731-2090
2944	CHILD WELFARE SUPERVISOR	Z	45.2	842-1018	26	45.5	854-1032	1857-2245
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	46.2	882-1067	21	46.5	895-1083	1947-2356
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	47.7	947-1147	9	48.0	961-1163	2090-2530
2951	COMMUNITY SERVICES COORDINATOR	Z	47.2	925-1120	1	47.5	938-1136	2040-2471
2952	VOCATIONAL SERVICE COUNSELOR	Z	38.7	620- 748	2	39.0	628- 758	1366-1649
2956	VOCATIONAL SERVICE SUPERVISOR	Z	41.2	697- 842	0	41.5	707- 854	1538-1857
2958	DIR, VOCATIONAL DEVELOPMT AND TRAINING	Z	46.2	882-1067	1	46.5	895-1083	1947-2356
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS	Z	49.2	1018-1232	6	49.5	1032-1249	2246-2717
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	51.4	1131-1368	1	51.7	1147-1388	2496-3019
2972	DEPUTY FOR NEIGHBORHOOD DEVELOPMENT	Z	52.7	1203-1457	0	53.0	1220-1477	2654-3212
2987	COMMUNITY REP, OFFICE OF THE AGING		3.10 HR		0		3.15 HR	
2990	DEPUTY FOR SOCIAL PROGRAMS	Z	52.9	1214-1470	0	53.2	1232-1491	2680-3243

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2993	ASST TO THE DIRECTOR, COMM ON THE AGING. Z	41.0	691- 834	1	41.3	701- 846	1525-1840
2994	HOMEMAKER.....	27.9	377- 451	27	28.2	383- 458	833- 996
2998	ASST TO DIR, COMMUN EDUC PLANNING PROJ.. Z	43.7	785- 947	0	44.0	796- 961	1731-2090
9971	COMMUNITY WORKER.....	28.9	394- 473	1	29.2	400- 480	870-1044

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 716

2996 REPRESENTATIVE, HUMAN RIGHTS COMM

1979-80 SALARY SCHEDULE 41.3 APPROX $1525 - $1673 - $1840 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1525	1673	1840		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	40	1782	1966	2149	78,640	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	1	1547	1705	1863	1,705	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	2	1521	1708	1895	3,416	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00		10-15-20-20
LOS ANGELES COUNTY	5	1631	1832	2032	9,160	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00		10-15-20-20
ORANGE COUNTY	13	1215	1422	1628	18,486	40.0	11	NO	NO	12	NO	NO	6.7%	$ 48.00- 95.00		10-15-20-20
TOTALS ... 4	61	.....			111,407											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1826        *
*                          R A T E   R A N G E   1643  TO  2009     *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2996 REPRESENTATIVE, HUMAN RIGHTS COMMISSION *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN Z	41.3	701- 846	1	43.1	762- 920	1657-2001
2975	CITIZEN'S COMPLAINT OFFICER..... Z	36.5	560- 674	1	38.3	608- 735	1322-1599
2977	EDUCATION INTEGRATION SPECIALIST..... Z	41.3	701- 846	3	43.1	762- 920	1657-2001
2978	EMPLOYMT CONTRACT COMPLIANCE OFFICER II.	49.6	1037-1255	1	51.4	1131-1368	2460-2975
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..	33.0	475- 572	0	34.8	517- 622	1124-1353
2991	COORDINATOR, HUMAN RIGHTS COMMISSION.... Z	45.3	846-1022	2	47.1	920-1114	2001-2423
2992	EMPLOYMT CONTRACT COMPLIANCE OFFICER I.. Z	42.3	735- 887	1	44.1	800- 966	1740-2101
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM Z	36.5	560- 674	0	38.3	608- 735	1322-1599
* 2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION. Z	41.3	701- 846	5	43.1	762- 920	1657-2001
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...	30.0	414- 498	0	31.8	449- 541	977-1177
9720	SPECIALIST IN AGING I..... Z	35.1	524- 631	0	36.9	570- 688	1240-1496
9722	SPECIALIST IN AGING II..... Z	38.6	617- 745	0	40.4	671- 810	1459-1762
9724	SPECIALIST IN AGING III..... Z	41.1	694- 838	0	42.9	755- 912	1642-1984
9972	SCHOOL COMMUNITY RELATIONS ASSISTANT....	29.5	406- 487	0	31.3	440- 529	957-1151

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 14

3284 RECREATION DIRECTOR

1979-80 SALARY SCHEDULE 35.6 APPROX $1116 - $1281 - $1407 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DEN- DAYS TAL	RETIRE SOC SEC	CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	73	1116	1281	1407		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
CONTRA COSTA COUNTY	1	1449	1605	1761	1,605	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
CITY OF BERKELEY	5	1265	1388	1511	6,940	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF FREMONT	4	1190	1318	1446	5,272	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00- 81.00	12-15-21-21
CITY OF OAKLAND	7	1263	1331	1399	9,317	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF SANTA CLARA	1	1233	1366	1498	1,366	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *															
LOS ANGELES COUNTY	10	1319	1438	1556	14,380	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00	10-15-20-20
CITY OF LOS ANGELES	66	1164	1305	1446	86,130	40.0	11	NO	NO	12	YES	NO	15.9%	$ 58.00- 85.00	10-15-20-20
CITY OF SAN DIEGO	5	1096	1208	1320	6,040	40.0	9	YES	NO	13	NO	YES	11.9%	$ 32.00- 32.00	10-15-15-20
TOTALS ... 8	99	.....			131,050										

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1324        *
*                        R A T E   R A N G E    1192  TO  1456      *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
I 53.1	VENDOR HELPER		3.10 HR		0		3.21 HR	
R 54	ATHLETIC ATTENDANT		3.10 HR		0		3.21 HR	
R101	CAMP ASSISTANT			248- 248	0		257- 257	
R102	CAMP MANAGER			575- 575	0		595- 595	
R110	LIFEGUARD		33.8	494- 594	0	34.5	510- 614	1109-1335
W108	RIDES ATTENDANT HELPER		3.10 HR		0		3.21 HR	
Y 6	ORGANIST		74.91 DA		1		78.00 DA	
Y 51	CERAMIST		36.46 PER FIRING		0		38.00 PER FIRING	
1768	TECH INSTRUCT ASST, PHOTOGRAPHY	Z	32.1	455- 549	2	32.8	471- 567	[illegible]
1854	MINI-PARK PROGRAM COORDINATOR	Z	42.3	735- 887	0	43.0	758- 916	1649-1990
1927	PHYSICAL EDUCATION ASSISTANT		31.3	440- 529	1	32.0	453- 546	985-1183
3115	EXEC ASST TO GEN MANAGER, REC AND PARK	Z	48.8	998-1208	1	49.5	1032-1243	2245-2717
3202	LOCKER ROOM ATTENDANT		21.3	281- 335	0	22.0	289- 346	629- 753
3204	SWIMMING POOL CASHIER - CLERK		29.8	411- 494	11	30.5	424- 510	922-1109
3206	BEACH LIFEGUARD		35.1	524- 631	2	35.8	541- 652	1177-[illegible]
3208	POOL LIFEGUARD		30.0	414- 498	6	30.7	428- 514	931-1112
3212	SWIMMING INSTRUCTOR		33.8	494- 594	0	34.5	510- 614	1109-1335
3214	SENIOR SWIMMING INSTRUCTOR		37.6	589- 710	9	38.3	608- 735	1322-1597
3216	ASSISTANT AQUATICS SUPERVISOR		39.5	644- 777	0	40.2	664- 803	1444-1747
3226	GOLF COURSE STARTER		31.8	449- 541	18	32.5	465- 560	1011-1223
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS	Z	42.8	752- 908	1	43.5	777- 938	1690-2040
3230	GOLF DIRECTOR	Z	47.5	938-1136	1	48.2	970-1174	2110-2553
3238	DANCE INSTRUCTOR	Z	35.6	536- 647	7	36.3	554- 668	1205-1453
3240	DRAMA INSTRUCTOR	Z	35.6	536- 647	0	36.3	554- 668	1205-1453
3246	MUSIC ASSISTANT	Z	35.6	536- 647	0	36.3	554- 668	1205-1453
3248	PIANIST	Z	8.72 HR		1		9.03 HR	
3250	ORCHESTRA INSTRUCTOR	Z	35.6	536- 647	1	36.3	554- 668	1205-1453
3256	PHOTOGRAPHY INSTRUCTOR	Z	35.6	536- 647	9	36.3	554- 668	1205-1453
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	37.6	589- 710	1	38.3	608- 735	1322-1597
3258	PHOTOGRAPHY DIRECTOR	Z	41.6	710- 858	1	42.3	735- 887	1599-1929
3260	CRAFTS INSTRUCTOR	Z	35.6	536- 647	0	36.3	554- 668	1205-1453
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM	Z	39.8	652- 788	1	40.5	674- 814	1466-1770
3280	ASST RECREATION DIRECTOR (PART TIME)		4.62 HR		0		4.78 HR	
3281	SCHOOL RECREATION AIDE		4.62 HR		0		4.78 HR	
3282	SCHOOL RECREATION DIRECTOR		35.6	536- 647	56	36.3	554- 668	1205-1453
* 3284	RECREATION DIRECTOR	Z	35.6	536- 647	73	36.3	554- 668	1205-1453
3285	JUNIOR MUSEUM DIRECTOR	Z	41.6	710- 858	1	42.3	735- 887	1599-1929

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	APPROX. MO. SALARY
3287	ASSISTANT RECREATION SUPERVISOR..... Z	39.8	652- 788	18	40.5	674- 814	1466-1770
3289	RECREATION SUPERVISOR..... Z	41.6	710- 858	7	42.3	735- 887	1599-1929
3291	PRINCIPAL RECREATION SUPERVISOR..... Z	44.6	818- 989	9	45.3	846-1022	1840-2223
3292	ASSISTANT SUPERINTENDENT, RECREATION.... Z	47.6	943-1141	3	48.3	975-1180	2121-2567
3294	RECREATION SUPERINTENDENT..... Z	53.0	1220-1477	1	53.7	1261-1528	2743-3323
3302	VENDOR.....	25.8	343- 411	9	26.5	354- 424	770- 922
3306	PIPES ATTENDANT.....	25.8	343- 411	2	26.5	354- 424	770- 922
3530	AMUSEMENT OPERATIONS MANAGER.....	33.3	482- 580	0	34.0	498- 599	1083-1303
3536	TECH INSTRUCT ASST, PERFORMING ARTS..... Z	33.4	485- 583	2	34.1	500- 602	1088-1309
3539	MULTI-MEDIA TECHNICIAN..... Z	37.3	580- 701	2	38.0	599- 724	1303-1575
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	39.8	652- 788	2	40.5	674- 814	1466-1770
3614	MUSIC LIBRARIAN.....	29.3	402- 482	0	30.0	414- 493	900-1073
7359	PIANO TUNER.....	8.28 HR		1		8.57 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 50
NUMBER OF POSITIONS THIS BENCHMARK..... 260

3450 AGRICULTURAL INSPECTOR

1979-80 SALARY SCHEDULE 37.1 APPROX $1251 - $1372 - $1509 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1251	1372	1509		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	3	1232	1356	1480	4,068	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	2	1210	1341	1471	2,682	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	4	1367	1515	1662	6,060	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	0	1221	1348	1475	0	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	9	1300	1462	1624	13,158	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SAN MATEO COUNTY	0	1161	1307	1452	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	1	1153	1273	1392	1,273	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 5	19	.....			27,241											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1434 *

* RATE RANGE 1241 TO 1577 *

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C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 3450 AGRICULTURAL INSPECTOR *
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CLASS	CLASS TITLE - DESCRIPTION	.....1979-80..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1980-81 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
* 3450	AGRICULTURAL INSPECTOR.....	37.1	575- 694	5	38.0	599- 724	1303-1573
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS.... Z	40.6	677- 818	0	41.5	707- 854	1538-1857
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	37.1	575- 694	5	38.0	599- 724	1303-1573

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 10

3542 CURATOR II

1979-80 SALARY SCHEDULE 38.6 APPROX $1342 - $1472 - $1620 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	6	1342	1472	1620		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
CITY OF OAKLAND	6	1461	1537	1613	9,222	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	16	1469	1650	1830	26,400	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00		10-15-20-20
TOTALS ... 2	22	.....			35,622											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1619 *
* RATE RANGE 1457 TO 1781 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 3542 CURATOR II *
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CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
B424	ASST TO DIRECTOR, M.H.DEYOUNG MUSEUM....	32.3	460- 554	0	34.3	505- 608	1093-1322
B425	ASST TO DIR, CALIF PALACE LEGION OF HNOR	34.4	508- 611	1	36.4	557- 671	1211-1459
Y 14	CURATORIAL ASSISTANT.....	3.79 HR		0		4.17 HR	
Y 42	CHIEF INSTALLER.....	33.6	489- 589	0	35.6	536- 647	1166-1407
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....	33.1	477- 575	1	35.1	524- 631	1140-1372
3520	MUSEUM PREPARATOR.....	32.0	453- 546	5	34.0	498- 599	1083-1303
3522	SENIOR MUSEUM PREPARATOR.....	33.8	494- 594	2	35.8	541- 652	1177-1418
3524	PRINCIPAL MUSEUM PREPARATOR.....	37.3	580- 701	1	39.3	638- 769	1388-1673
3525	CHIEF MUSEUM PREPARATOR.....	39.3	638- 769	1	41.3	701- 846	1525-1840
3526	MUSEUM CONSERVATOR ASSISTANT.....	32.8	471- 567	0	34.8	517- 622	1124-1353
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)	32.8	471- 567	1	34.8	517- 622	1124-1353
3528	MUSEUM CONSERVATOR.....	43.1	762- 920	3	45.1	838-1013	1823-2203
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS) Z	44.1	800- 966	1	46.1	878-1062	1910-2310
3540	CURATORIAL AIDE.....	27.3	367- 440	0	29.3	402- 482	874-1048
3541	CURATOR I..... Z	33.6	489- 589	1	35.6	536- 647	1166-1407
* 3542	CURATOR II..... Z	38.6	617- 745	6	40.6	677- 818	1472-1779
3544	CURATOR III..... Z	40.6	677- 818	2	42.6	745- 899	1620-1955
3546	CURATOR IV..... Z	43.6	781- 943	6	45.6	858-1037	1866-2255
3547	CURATOR V..... Z	46.6	899-1088	2	48.6	989-1197	2151-2603
3550	MUSEUM EXHIBITION DESIGNER..... Z	41.3	701- 846	1	43.3	769- 929	1673-2021
3556	MUSEUM REGISTRAR.....	34.1	500- 602	3	36.1	549- 661	1194-1438
3568	ADMIN ASST CENTER OF ASIAN ART AND CULT. Z	37.6	589- 710	0	39.6	647- 781	1407-1699
3582	MARITIME MUSEUM DIRECTOR..... Z	41.8	717- 866	1	43.8	788- 952	1714-2071
3584	ASST DIRECTOR FOR COLLECTIONS, MUSEUMS.. Z	47.1	920-1114	0	49.1	1013-1226	2203-2667
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	50.4	1078-1304	1	52.4	1185-1436	2577-3123
3586	ASSISTANT DIRECTOR FOR EDUCATION..... Z	45.1	838-1013	0	47.1	920-1114	2001-2423

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 39

3593 INSTRUCTIONAL AIDE I

1979-80 SALARY SCHEDULE 23.2 APPROX $663 - $726 - $794 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	442	663	726	794		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
OAKLAND CITY SCHOOL DIST.	500	626	713	800	356,500	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
SANTA CLARA UNIF. SCH. DIST.	221	743	820	896	181,220											
* * * BAY AREA DATA INSUFFICIENT * * *																
L.A. CITY SCHOOL DISTRICT	2875	742	832	922	2,392,000	40.0	10	YES	NO	13	YES	YES	14.8%	$ 82.00-102.00		10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	446	632	700	768	312,200	40.0	13	YES	NO	12	YES	YES	8.3%	$ 83.00- 83.00		10-15-20-20
SACRAMENTO UNIF. SCH. DIST.	186	659	722	785	134,292											
TOTALS ... 5	4228	.....			3,376,212											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 799 *
* RATE RANGE 719 TO 879 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I *

CLASS	CLASS TITLE - DESCRIPTION		.....1979-80..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1980-81 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
2410	SCHOOL LABORATORY ATTENDANT.....		3.10 HR		0		3.44 HR	
3590	ENGLISH READER.....	Z	4.29 HR		0		4.76 HR	
3591	COLLEGE AIDE.....		3.10 HR		0		3.44 HR	
3592	CITY COLLEGE READER.....	Z	4.29 HR		0		4.76 HR	
* 3593	INSTRUCTIONAL AIDE I.....		23.2	305- 365	442	25.4	337- 404	733- 879
3594	INSTRUCTIONAL AIDE II.....		27.7	374- 448	169	29.9	412- 496	896-1079
3595	SCHOOL AIDE I.....		3.68 HR		0		4.08 HR	
3597	SCHOOL AIDE II.....		3.68-4.40HR		0	24.6	325- 390	707- 848
3598	SCHOOL AIDE III.....		4.49-5.38HR		2	29.0	395- 475	861-1033

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 613

3630 LIBRARIAN I

1979-80 SALARY SCHEDULE 36.5 APPROX $1218 - $1335 - $1466 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CNTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	60	1218	1335	1466		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	3	1449	1596	1743	4,788	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	0	1257	1350	1442	0	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
ALAMEDA COUNTY	27	1403	1508	1613	40,716	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	32	1192	1321	1449	42,272	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	9	1359	1506	1652	13,554	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	8	1137	1257	1376	10,056	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	4	1130	1271	1412	5,084	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	1	1180	1302	1424	1,302	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	21	1296	1431	1565	30,051	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	2	1271	1361	1450	2,722	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF BERKELEY	8	1512	1512	1512	12,096	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF HAYWARD	4	1283	1420	1557	5,680	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	15	1399	1474	1549	22,110	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	4	1178	1291	1403	5,164	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF RICHMOND	7	1285	1411	1537	9,877	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	39	1137	1252	1367	48,828	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN JOSE	0	1242	1367	1492	0	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	3	1207	1293	1379	3,879	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SANTA CLARA	8	1295	1433	1571	11,464	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
CITY OF SUNNYVALE	7	1300	1442	1584	10,094	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
U.C. BERKELEY	10	1232	1407	1582	14,070	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24

TOTALS ... 15	204	.....	281,711
FLAT RATE TOTALS	8	.....	12,096
COMBINED TOTAL	212		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1381 *

* RATE RANGE 1243 TO 1519 *

WEIGHTED AVERAGE OF THE FLAT RATES 1512 TO 1512

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1253 TO 1519 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
J 54	BOOK REPAIRER		30.2	418- 503	0	30.9	432- 519	940-1129
3538	TECH INSTRUCT ASST, LANGUAGE LAB	Z	32.1	455- 549	2	32.8	471- 567	1024-1233
3602	LIBRARY PAGE		24.7	326- 391	7	25.4	337- 404	733- 879
3610	LIBRARY ASSISTANT		29.2	400- 480	1	29.9	412- 496	896-1079
3611	LIBRARY ASSISTANT (NEW CAREERS)		28.2	383- 458	0	28.9	394- 473	857-1029
3616	LIBRARY TECHNICAL ASSISTANT I		32.7	469- 565	87	33.4	485- 583	1055-1268
3618	LIBRARY TECHNICAL ASSISTANT II		34.7	514- 620	17	35.4	531- 641	1155-1394
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY		35.5	534- 644	1	36.2	552- 664	1201-1444
* 3630	LIBRARIAN I	Z	36.5	560- 674	60	37.2	578- 697	1257-1516
3632	LIBRARIAN II	Z	40.0	658- 796	48	40.7	681- 822	1481-1788
3632A	LIBRARIAN II FINE ARTS	Z	40.0	658- 796	1	40.7	681- 822	1481-1788
3632B	LIBRARIAN II ASIAN ART	Z	40.0	658- 796	1	40.7	681- 822	1481-1788
3634	LIBRARIAN III	Z	42.5	742- 895	23	43.2	766- 925	1666-2012
3638	CHIEF LIBRARIAN	Z	45.2	842-1018	3	45.9	870-1052	1892-2288
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	45.2	842-1018	1	45.9	870-1052	1892-2288
3642	COORDINATOR, ADULT LIBRARY SERVICES	Z	45.2	842-1018	1	45.9	870-1052	1892-2288
3643	ASSISTANT CITY ARCHIVIST	Z	36.5	560- 674	0	37.2	578- 697	1257-1516
3644	CITY ARCHIVIST	Z	40.5	674- 814	0	41.2	697- 842	1516-1831
3658	MEDICAL LIBRARIAN	Z	40.0	658- 796	1	40.7	681- 822	1481-1788
3668	ASSISTANT CITY LIBRARIAN	Z	50.7	1093-1323	0	51.4	1131-1358	2460-2975
7416	BOOK REPAIRER		27.7	374- 448	3	28.4	386- 463	840-1007
7418	SENIOR BOOK REPAIRER		33.2	480- 578	1	33.9	496- 596	1079-1296

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 258

4261 REAL PROPERTY APPRAISER

1979-80 SALARY SCHEDULE 38.9 APPROX $1359 - $1496 - $1642 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1359	1496	1642		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
STATE OF CALIFORNIA	2	1482	1632	1782	3,264	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
ALAMEDA COUNTY	43	1461	1605	1748	69,015	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	21	1440	1595	1750	33,495	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
CONTRA COSTA COUNTY	31	1583	1754	1924	54,374	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	11	1478	1634	1789	17,974	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	24	1445	1627	1808	39,048	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	53	1392	1408	1424	74,624	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
TOTALS ... 6	185	.....			291,794										

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1577 *

* RATE RANGE 1419 TO 1735 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 4261 REAL PROPERTY APPRAISER

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
3406	LAND USE AIDE	Z	34.0	498- 599	1	35.1	524- 631	1140-1372
3484	AGRICULTURAL DIVISION LAND AGENT	Z	37.4	583- 704	1	38.5	614- 742	1335-1614
4102	AIRPORT PROPERTY MANAGEMENT ASSISTANT		39.4	641- 773	0	40.5	674- 814	1466-1770
4110	RENTAL PROPERTY SUPERVISOR	Z	45.8	866-1047	1	46.9	912-1104	1984-2401
4130	CONVENTION FACILITIES ASSISTANT MANAGER	Z	43.4	773- 934	1	44.5	814- 984	1770-2140
4132	CONVENTION FACILITIES MANAGER	Z	49.1	1013-1226	1	50.2	1067-1291	2321-2808
4140	RIGHT-OF-WAY AGENT	Z	45.3	846-1022	9	46.4	891-1078	1938-2343
4142	SENIOR RIGHT-OF-WAY AGENT	Z	47.3	929-1125	3	48.4	979-1185	2129-2577
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	48.3	975-1180	3	49.4	1027-1243	2234-2704
4144	ASSISTANT DIRECTOR OF PROPERTY	Z	50.5	1083-1310	1	51.6	1141-1381	2482-3004
4160	REAL PROPERTY LOAN OFFICER	Z	43.4	773- 934	6	44.5	814- 984	1770-2140
4207	DIRECTOR OF ASSESSMENT SERVICES	Z	42.0	724- 874	1	43.1	762- 920	1657-2001
4250	MARINE APPRAISER	Z	40.3	668- 807	1	41.4	704- 850	1531-1849
4252	SENIOR MARINE APPRAISER	Z	46.3	887-1073	1	47.4	934-1131	2031-2460
4256	REAL ESTATE ANALYST	Z	48.5	984-1191	1	49.6	1037-1255	2255-2730
* 4261	REAL PROPERTY APPRAISER	Z	38.9	625- 755	17	40.0	658- 796	1431-1731
4261T	REAL PROPERTY APPRAISER TRAINEE			505- 505	0		533- 533	
4263	ASST CHIEF TECHNICAL SERVICES, ASSESSOR	Z	38.9	625- 755	1	40.0	658- 796	1431-1731
4265	SENIOR REAL PROPERTY APPRAISER	Z	42.3	735- 887	19	43.4	773- 934	1681-2031
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR	Z	43.3	769- 929	1	44.4	810- 979	1762-2129
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	46.3	887-1073	7	47.4	934-1131	2031-2460
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER	Z	48.3	975-1180	1	49.4	1027-1243	2234-2704
4269	CHIEF APPRAISER	Z	50.5	1083-1310	1	51.6	1141-1381	2482-3004
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	46.3	887-1073	1	47.4	934-1131	2031-2460
5365	STREET ASSESSMENT COORDINATOR		40.4	671- 810	1	41.5	707- 854	1538-1857
9395	ASST RENTAL MANAGER, PORT OF SF		38.4	611- 738	1	39.5	644- 777	1401-1690
9396	COMMERCIAL PROPERTY MANAGER	Z	44.6	818- 989	1	45.7	862-1042	1875-2266

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 82

5204 ASSISTANT CIVIL ENGINEER

1979-80 SALARY SCHEDULE 42.5 APPROX $1614 - $1770 - $1947 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	1614	1770	1947		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
PRIVATE BAY AREA	2604	1650	1827	2040	4,757,508										
STATE OF CALIFORNIA	0	1588	1751	1913	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
U.S. GOVERNMENT	13	1420	1633	1846	21,229	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
U.S. GOVERNMENT	50	1718	1976	2233	98,800	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
ALAMEDA COUNTY	21	1662	1794	1926	37,674	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	26	1597	1770	1942	46,020	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	12	1549	1713	1877	20,556	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	16	1563	1759	1955	28,144	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	12	1504	1593	1681	19,116	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	3	1635	1803	1971	5,409	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF CONCORD	8	1722	1907	2092	15,256	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00	10-15-20-20
CITY OF FREMONT	3	1633	1810	1986	5,430	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00- 81.00	12-15-21-21
CITY OF HAYWARD	4	1581	1753	1924	7,012	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00	10-15-16-20
CITY OF OAKLAND	3	1895	1994	2092	5,982	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF RICHMOND	2	1554	1721	1888	3,442	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	17	1631	1799	1967	30,583	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SAN MATEO	4	1664	1791	1917	7,164	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00	10-15-20-20
CITY OF SANTA CLARA	4	1783	1975	2167	7,900	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00	10-15-20-20
CITY OF SUNNYVALE	2	1584	1759	1934	3,518	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	23	1760	1908	2055	43,884	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
TOTALS ... 19	2827	.....			5,164,627										

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1827 *

* RATE RANGE 1644 TO 2010 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *
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CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
3535	RADIO ANNOUNCER - OPERATOR		32.6	467- 562	2	33.2	480- 578	1044-1257
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD	Z	51.1	1114-1349	1	51.7	1147-1388	2495-3019
5120	ARCHITECTURAL ADMINISTRATOR	Z	44.9	830-1003	2	45.5	854-1032	1857-2245
5122	ASSISTANT CITY ARCHITECT	Z	53.6	1255-1520	1	54.2	1291-1565	2808-3404
5124	CITY ARCHITECT	Z	56.1	1414-1714	1	56.7	1457-1765	3169-3839
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT	Z	51.0	1109-1342	4	51.6	1141-1381	2482-3004
5132	SEWER REPAIR & SEWAGE TREATMENT SUPT	Z	53.9	1273-1543	1	54.5	1310-1588	2849-3454
5134	SEWAGE TREATMENT PLANTS GENERAL SUPT	Z	52.0	1163-1407	1	52.6	1197-1450	2603-3154
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS	Z	51.7	1147-1388	1	52.3	1180-1429	2567-3108
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER	Z	52.7	1203-1457	1	53.3	1237-1499	2690-3260
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION	Z	46.6	899-1088	1	47.2	925-1120	2012-2436
5154	ASST DIVISION MANAGER, PENINSULA OPER	Z	49.6	1037-1255	1	50.2	1067-1291	2321-2808
5156	DIVISION MANAGER, SUBURBAN OPERATIONS	Z	53.1	1226-1484	1	53.7	1261-1528	2743-3323
5158	CITY DISTRIBUTION DIV, ASST MANAGER	Z	51.5	1136-1375	1	52.1	1169-1414	2543-3075
5160	CITY DISTRIBUTION DIVISION MANAGER	Z	53.1	1226-1484	1	53.7	1261-1528	2743-3323
5161	WATER PURIFICATION ASST DIV MANAGER	Z	49.6	1037-1255	1	50.2	1067-1291	2321-2808
5162	WATER PURIFICATION DIVISION MANAGER	Z	52.7	1203-1457	1	53.7	1261-1528	2743-3323
5174	ADMINISTRATIVE ENGINEER	Z	50.5	1083-1310	2	51.1	1114-1349	2423-2934
5176	CHIEF VALUATION AND RATE ENGINEER	Z	53.0	1220-1477	1	53.6	1255-1520	2730-3305
5177	SAFETY OFFICER	Z	44.3	807- 975	1	44.9	830-1003	1805-2182
5178	ASST SUPT, PROPERTY CONSERVATION	Z	53.1	1226-1484	1	53.7	1261-1528	2743-3323
5179	ASST SUPT, BUILDING INSPECTION ADM	Z	52.9	1214-1470	1	53.5	1249-1513	2717-3291
5180	ASST DIR OF DPW, PLANNING AND CONTROL	Z	55.0	1342-1626	0	55.6	1381-1674	3004-3641
5181	CHIEF, BUREAU OF SANITARY ENGINEERING	Z	57.4	1506-1827	1	58.0	1550-1881	3371-4091
5183	DEPUTY SUPT, BUILDING INSPECTION	Z	54.8	1329-1611	1	55.4	1368-1658	2975-3606
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA	Z	57.5	1513-1835	1	58.1	1558-1890	3389-4111
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE	Z	52.5	1191-1443	0	53.1	1226-1484	2667-3229
5188	ASST DIRECTOR OF DPW, MAINT AND OPER	Z	56.0	1407-1706	0	56.6	1450-1756	3154-3819
5202	JUNIOR CIVIL ENGINEER	Z	39.5	644- 777	54	40.1	661- 800	1438-1740
* 5204	ASSISTANT CIVIL ENGINEER	Z	42.5	742- 895	67	43.1	762- 920	1657-2001
5205	ASSOCIATE MATERIALS ENGINEER	Z	46.0	874-1057	1	46.6	899-1088	1955-2366
5206	ASSOCIATE CIVIL ENGINEER	Z	46.0	874-1057	64	46.6	899-1088	1955-2366
5207	ASSOCIATE LAND ENGINEER, UTILITIES	Z	46.0	874-1057	0	46.6	899-1088	1955-2366
5208	CIVIL ENGINEER	Z	49.0	1008-1220	39	49.6	1037-1255	2253-2730
5210	SENIOR CIVIL ENGINEER	Z	51.5	1136-1375	19	52.1	1169-1414	2543-3075
5212	PRINCIPAL CIVIL ENGINEER	Z	54.7	1323-1603	4	55.3	1362-1650	2962-3587
5214	BUILDING PLANS ENGINEER	Z	51.0	1109-1342	1	51.6	1141-1381	2482-3004

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
5215	FIRE PROTECTION ENGINEER	Z	49.0	1008-1220	3	49.6	1037-1255	2255-2730
5216	CHIEF SURVEYOR	Z	47.9	956-1158	1	48.5	984-1191	2140-2590
5217	BUILDING CODE ANALYST	Z	50.4	1078-1304	0	51.0	1109-1342	2412-2919
5218	STRUCTURAL ENGINEER	Z	51.0	1109-1342	2	51.6	1141-1381	2482-3004
5219	SENIOR STRUCTURAL ENGINEER	Z	52.5	1191-1443	0	53.1	1226-1484	2667-3225
5220	JUNIOR WATER PURIFICATION ENGINEER	Z	39.5	644- 777	1	40.1	661- 800	1438-1740
5222	ASSISTANT WATER PURIFICATION ENGINEER	Z	42.5	742- 895	1	43.1	762- 920	1657-2001
5224	ASSOCIATE WATER PURIFICATION ENGINEER		46.0	874-1057	0	46.6	899-1088	1955-2366
5228	ASSISTANT TRAFFIC ENGINEER	Z	42.5	742- 895	5	43.1	762- 920	1657-2001
5229	ASSOCIATE TRAFFIC ENGINEER	Z	46.0	874-1057	3	46.6	899-1088	1955-2366
5230	TRAFFIC ENGINEER	Z	49.0	1008-1220	3	49.6	1037-1255	2255-2730
5232	SENIOR TRAFFIC ENGINEER	Z	51.5	1136-1375	2	52.1	1169-1414	2543-3075
5233	PRINCIPAL TRAFFIC ENGINEER		54.7	1323-1603	1	55.3	1362-1650	2962-3588
5234	JUNIOR ELECTRICAL ENGINEER	Z	39.5	644- 777	6	40.1	661- 800	1438-1740
5236	ASSISTANT ELECTRICAL ENGINEER	Z	42.5	742- 895	12	43.1	762- 920	1657-2001
5238	ASSOCIATE ELECTRICAL ENGINEER	Z	46.0	874-1057	11	46.6	899-1088	1955-2366
5240	ELECTRICAL ENGINEER	Z	49.0	1008-1220	7	49.6	1037-1255	2255-2730
5242	SENIOR ELECTRICAL ENGINEER	Z	51.5	1136-1375	3	52.1	1169-1414	2543-3075
5246	RADIO ENGINEER	Z	49.2	1018-1232	1	49.8	1047-1267	2277-2756
5247	ASSOCIATE SANITARY ENGINEER	Z	46.0	874-1057	0	46.6	899-1088	1955-2366
5248	SANITARY ENGINEER	Z	49.0	1008-1220	0	49.6	1037-1255	2255-2730
5249	SENIOR SANITARY ENGINEER	Z	51.5	1136-1375	0	52.1	1169-1414	2543-3075
5250	JUNIOR MECHANICAL ENGINEER	Z	39.5	644- 777	9	40.1	661- 800	1438-1740
5252	ASSISTANT MECHANICAL ENGINEER	Z	42.5	742- 895	11	43.1	762- 920	1657-2001
5254	ASSOCIATE MECHANICAL ENGINEER	Z	46.0	874-1057	15	46.6	899-1088	1955-2366
5256	MECHANICAL ENGINEER	Z	49.0	1008-1220	8	49.6	1037-1255	2255-2730
5258	SENIOR MECHANICAL ENGINEER	Z	51.5	1136-1375	4	52.1	1169-1414	2543-3075
5260	ARCHITECTURAL ASSISTANT I		36.9	570- 688	2	37.5	586- 707	1275-1538
5261	ARCHITECTURAL ASSISTANT II		39.4	661- 773	7	40.0	658- 796	1431-1731
5262	BUILDING MAINT AND REPAIR ASST ENGINEER	Z	40.5	674- 814	0	41.1	694- 838	1509-1823
5264	BUILDING MAINT AND REPAIR ENGINEER	Z	43.5	777- 938	0	44.1	800- 966	1740-2101
5265	ARCHITECTURAL ASSOCIATE I	Z	42.9	755- 912	7	43.5	777- 938	1690-2040
5266	ARCHITECTURAL ASSOCIATE II	Z	44.9	830-1003	3	45.5	854-1032	1857-2245
5268	ARCHITECT	Z	46.9	912-1104	9	47.5	938-1136	2040-2471
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	47.9	956-1158	1	48.5	984-1191	2140-2590
5270	SENIOR ARCHITECT	Z	48.9	1003-1214	6	49.5	1032-1249	2245-2717
5271	JUNIOR LANDSCAPE ARCHITECT	Z	35.3	529- 638	0	35.9	544- 655	1183-1425

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
5272	ASSISTANT LANDSCAPE ARCHITECT	Z	38.8	622- 752	3	39.4	641- 773	1394-1681
5273	PRINCIPAL ARCHITECT	Z	51.4	1131-1368	3	52.0	1163-1407	2530-3060
5274	LANDSCAPE ARCHITECT	Z	40.8	684- 826	1	41.4	704- 850	1531-1849
5275	SENIOR LANDSCAPE ARCHITECT	Z	43.8	788- 952	1	44.4	810- 979	1762-2129
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		37.5	586- 707	1	38.1	602- 728	1309-1583
5302	TRAFFIC SURVEY TECHNICIAN		32.7	469- 565	4	33.3	482- 580	1048-1262
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		40.0	658- 796	1	40.6	677- 818	1472-1779
5304	MATERIALS TESTING AIDE		32.7	469- 565	3	33.3	482- 580	1048-1262
5305	MATERIALS TESTING TECHNICIAN		35.0	521- 628	2	35.6	535- 647	1164-1407
5306	ASSISTANT HYDROGRAPHER		35.5	534- 644	0	36.1	549- 661	1194-1438
5308	HYDROGRAPHER		39.0	628- 758	0	39.6	647- 781	1407-1699
5310	SURVEYOR'S FIELD ASSISTANT		42.2	731- 882	28	42.8	752- 908	1635-1975
5312	SURVEYOR		44.4	810- 979	14	45.0	834-1008	1814-2192
5314	SURVEY PARTY CHIEF		46.0	874-1057	12	46.6	899-1088	1955-2366
5320	ILLUSTRATOR AND ART DESIGNER	Z	37.6	589- 710	1	38.2	605- 731	1316-1590
5322	GRAPHIC ARTIST		34.5	510- 614	2	35.1	524- 631	1140-1372
5328	CITY PLANNING GRAPHICS AIDE		37.0	572- 691	4	37.6	589- 710	1281-1544
5330	CITY PLANNING GRAPHICS SUPERVISOR		39.0	628- 758	0	39.6	647- 781	1407-1699
5342	MECHANICAL ENGINEERING ASSISTANT I		31.2	438- 526	1	31.8	449- 541	977-1177
5344	MECHANICAL ENGINEERING ASSISTANT II		36.5	560- 674	9	37.1	575- 694	1251-1509
5346	MECHANICAL ENGINEERING ASSOCIATE I		39.0	628- 758	3	39.6	647- 781	1407-1699
5350	ELECTRICAL ENGINEERING ASSISTANT I		31.2	438- 526	3	31.8	449- 541	977-1177
5352	ELECTRICAL ENGINEERING ASSISTANT II		36.5	560- 674	7	37.1	575- 694	1251-1509
5354	ELECTRICAL ENGINEERING ASSOCIATE I		39.0	628- 758	4	39.6	647- 781	1407-1699
5360	CIVIL ENGINEERING ASSISTANT I		31.2	438- 526	12	31.8	449- 541	977-1177
5362	CIVIL ENGINEERING ASSISTANT II		36.5	560- 674	54	37.1	575- 694	1251-1509
5364	CIVIL ENGINEERING ASSOCIATE I		39.0	628- 758	37	39.6	647- 781	1407-1699
5366	ENGINEERING ASSOCIATE II		40.0	658- 796	5	40.6	677- 818	1472-1779
5370	COST ESTIMATOR		41.3	701- 846	0	41.9	721- 870	1568-1892
5380	STUDENT ENGINEERING TRAINEE I			468- 468	0		482- 482	
5381	STUDENT ENGINEERING TRAINEE II			512- 512	0		527- 527	
5382	STUDENT ENGINEERING TRAINEE III			546- 546	0		562- 562	
5383	TECH INSTRUCT ASST, SFCCD		34.4	508- 611	1	35.0	521- 628	1133-1366
6230	STREET INSPECTOR		36.8	567- 684	5	37.4	583- 704	1263-1531
6231	SENIOR STREET INSPECTOR		39.8	652- 788	2	40.4	671- 810	1459-1762
6232	STREET INSPECTION SUPERVISOR		42.8	752- 908	1	43.4	773- 934	1681-2031
6262	PLAN CHECKER (ARCHITECTURAL)		44.9	830-1003	1	45.5	854-1031	[illegible]

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
6264	PLAN CHECKER (ENGINEERING).....		46.1	878-1062	0	46.7	903-1093	1964-2377
6266	SENIOR PLAN CHECKER.....	Z	49.1	1013-1226	2	49.7	1042-1261	2265-2743
6309	MECHANICAL CONSTRUCTION INSPECTOR.....		41.5	707- 854	1	42.1	728- 878	1583-1910
6318	CONSTRUCTION INSPECTOR.....		46.0	874-1057	39	46.6	899-1088	1955-2366
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	46.0	874-1057	1	46.6	899-1088	1955-2366
7134	WATER CONSTRUCTION AND MAINT SUPT.....		50.5	1083-1310	1	51.1	1114-1349	2423-2934
7320	TELEVISION AND ELECTRONICS TECHNICIAN...		39.0	628- 758	1	39.6	647- 781	1407-1699
7367	RADIO TECHNICIAN.....		42.1	728- 878	13	44.9	830-1003	1805-2182
7368	SENIOR RADIO TECHNICIAN.....		44.1	830- 966	2	46.9	912-1104	1984-2401
9186	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	49.2	1018-1232	0	49.8	1047-1267	2277-2758
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...			1109-1109	1		114--114	2 -
9197	SIGNAL AND SYSTEMS ENGINEER.....			1249-1249	1		12-6-12	86 -
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	44.5	814- 984	0	45.1	838-1013	1823-2203
9368	ENGINEERING AIDE, PORT.....		31.7	448- 539	2	32.3	460- 554	1001-1205
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	42.5	742- 895	1	43.1	762- 920	1657-2001
9379	CHIEF HARBOR ENGINEER.....	Z	55.7	1388-1682	1	56.3	1429-1731	3108-3765

NUMBER OF CLASSES THIS BENCHMARK..... 127
NUMBER OF POSITIONS THIS BENCHMARK..... 717

5278 PLANNER II

1979-80 SALARY SCHEDULE 39.8 APPROX $1418 - $1559 - $1714 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	1418	1559	1714		40.0	13	NO	NO	13	NO	YES	*	$ 40 -	40	10-15-20-20
STATE OF CALIFORNIA	1	1482	1632	1782	1,632	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00-	92.00	10-15-19-20
ALAMEDA COUNTY	11	1470	1616	1761	17,776	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00-	89.00	10-15-20-20
CONTRA COSTA COUNTY	9	1458	1615	1772	14,535	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	6	1442	1594	1746	9,564	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-	152.00	10-15-20-30
SAN MATEO COUNTY	0	1433	1613	1792	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-	112.00	13-16-21-22
SANTA CLARA COUNTY	1	1445	1638	1830	1,638	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00-	77.00	10-16-21-22
CITY OF BERKELEY	4	1560	1720	1880	6,880	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00-	93.00	10-15-20-25
CITY OF CONCORD	4	1647	1825	2002	7,300	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-	142.00	10-15-20-20
CITY OF FREMONT	0	1555	1723	1891	0	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00-	81.00	12-15-21-21
CITY OF HAYWARD	3	1505	1669	1832	5,007	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-	126.00	10-15-16-20
CITY OF OAKLAND	4	1675	1765	1854	7,060	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00-	85.00	10-15-18-25
CITY OF RICHMOND	2	1467	1622	1776	3,244	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	20	1492	1646	1800	32,920	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00-	99.00	10-15-20-20
CITY OF SAN MATEO	1	1585	1706	1826	1,706	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00-	80.00	10-15-20-20
CITY OF SUNNYVALE	2	1584	1759	1934	3,518	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00-	79.00	11-16-21-21
METROPOLITAN TRANS. COMM.	11	1492	1692	1891	18,612											
TOTALS ... 16	79			.....	131,392											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1663      *
*                          R A T E   R A N G E    1497  TO  1829  *
*                                                                 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	53.5	1249-1513	1	54.8	1329-1611	2891-3504
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	53.5	1249-1513	1	54.8	1329-1611	2891-3504
5115	DEPUTY DIRECTOR OF PLANNING.....		55.5	1375-1666	1	56.8	1463-1773	3182-3856
5276	CITY PLANNING INTERN.....	Z	32.9	473- 570	0	34.2	503- 605	1094-1316
5277	PLANNER I.....	Z	35.8	541- 652	2	37.1	575- 694	1251-1509
* 5278	PLANNER II.....	Z	39.8	652- 788	14	41.1	694- 838	1509-1822
5279	SCHOOL FACILITIES NEEDS ANALYST.....	Z	46.8	908-1099	1	48.1	966-1169	2101-2543
5280	PLANNER III.....	Z	43.3	769- 929	5	44.6	818- 989	1779-2151
5280A	PLANNER III, ADMINISTRATIVE.....	Z	43.3	769- 929	1	44.6	818- 989	1779-2151
5280B	PLANNER III, URBAN DESIGN.....	Z	43.3	769- 929	1	44.6	818- 989	1779-2151
5280C	PLANNER III, TRANSPORTATION.....	Z	43.3	769- 929	0	44.6	818- 989	1779-2151
5282	PLANNER IV.....	Z	46.8	908-1099	3	48.1	966-1169	2101-2543
5282A	PLANNER IV, URBAN SYSTEMS ANALYST.....	Z	46.8	908-1099	1	48.1	966-1169	2101-2543
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST..	Z	46.8	908-1099	0	48.1	966-1169	2101-2543
5283	PLANNER V, URBAN DESIGN.....	Z	50.3	1073-1298	1	51.6	1141-1381	2482-3004
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	48.8	998-1208	1	50.1	1062-1285	2310-2795
5287	TRANSIT PLANNER I.....	Z	35.8	541- 652	0	37.1	575- 694	1251-1509
5288	TRANSIT PLANNER II.....	Z	39.8	652- 788	2	41.1	694- 838	1509-1823
5289	TRANSIT PLANNER III.....	Z	43.3	769- 929	1	44.6	818- 989	1779-2151
5290	TRANSIT PLANNER IV.....	Z	46.8	908-1099	2	48.1	966-1169	2101-2543
5292	PLANNER III (ZONING).....	Z	43.3	769- 929	2	44.6	818- 989	1779-2151
5294	PLANNER IV (ZONING).....	Z	46.8	908-1099	2	48.1	966-1169	2101-2543
5295	SCHOOL FACILITIES PLANNER.....	Z	49.3	1022-1237	2	50.6	1089-1316	2365-2856
5297	PLANNER V (ZONING).....	Z	50.3	1073-1298	2	51.6	1141-1381	2482-3004
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	52.2	1174-1421	0	53.5	1249-1513	2717-3291
5406	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	46.6	899-1088	0	47.9	956-1158	2079-2518
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	44.4	810- 979	0	45.7	862-1042	1875-2266
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR...	Z	41.8	717- 866	0	43.1	762- 920	1657-2001
5412	PLANNING COORDINATOR.....	Z	44.5	814- 984	0	45.8	866-1047	1884-2277
5414	COORDINATOR, OPEN SPACE & PK RENOVATION.	Z	46.8	908-1099	0	48.1	966-1169	2101-2543
8247	EMERGENCY PLANNING COORDINATOR.....	Z	43.7	785- 947	1	45.0	834-1008	1814-2192
9397	PORT DEVELOPMENT CONSULTANT.....		50.8	1099-1329	0	52.1	1169-1414	2543-3076
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	39.8	652- 788	2	41.1	694- 838	1509-1823
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	43.3	769- 929	1	44.6	818- 989	1779-2151
9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY	Z	45.3	846-1022	1	46.6	899-1088	1955-2364
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	43.3	769- 929	2	44.6	818- 989	1779-2151
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY..	Z	39.3	638- 769	1	40.6	677- 818	1472-1779

C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY. Z	28.9	394- 473	1	30.2	418- 503	909-1094
9484	DIRECTOR OF ADMIN, CITY DEMONSTR AGENCY. Z		1016-1016	0		1082-1082	

NUMBER OF CLASSES THIS BENCHMARK..... 39
NUMBER OF POSITIONS THIS BENCHMARK..... 55

6120 ENVIRONMENTAL HEALTH INSPECTOR

1979-80 SALARY SCHEDULE 39.1 APPROX $1372 - $1509 - $1657 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	46	1372	1509	1657		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	1	1449	1596	1743	1,596	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	25	1428	1570	1712	39,250	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
ALAMEDA COUNTY	8	1497	1646	1794	13,168	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	2	1397	1548	1698	3,096	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	16	1503	1665	1827	26,640	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	7	1376	1521	1665	10,647	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	3	1397	1571	1745	4,713	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	27	1293	1520	1746	41,040	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	2	1427	1553	1679	3,106	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
TOTALS ... 7	91	.....			143,256											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1574  *
*                          R A T E   R A N G E    1417  TO  1731  *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 6120 ENVIRONMENTAL HEALTH INSPECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2806	DISEASE CONTROL INVESTIGATOR.....	Z	34.1	500- 602	14	35.0	521- 628	1133-1366
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	35.6	536- 647	4	36.5	560- 674	1218-1466
6102	RODENT CONTROL TECHNICIAN.....		33.6	489- 589	6	34.5	510- 614	1109-1335
6104	SENIOR RODENT CONTROL TECHNICIAN.....		35.6	536- 647	1	36.5	560- 674	1218-1466
* 6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	39.1	631- 762	46	40.0	658- 796	1431-1731
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	41.1	694- 838	6	42.0	724- 874	1575-1901
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	43.3	759- 929	7	44.2	803- 970	1747-2110
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z		769- 769	0		804- 804	
6126	CHIEF, BUR OF ENVIRONMENTAL HEALTH SERV.	Z	47.8	952-1152	1	48.7	994-1203	2162-2617
6127	ASST CHIEF, BUR OF ENVIRON HEALTH SERV..	Z	45.5	854-1032	1	46.4	891-1078	1938-2345
6208	ASSISTANT SEWER SAFETY INSPECTOR.....		33.6	489- 589	1	34.5	510- 614	1109-1335
6216	SEWER SAFETY INSPECTOR.....		37.6	589- 710	1	38.5	614- 742	1335-1614
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	40.7	681- 822	13	41.6	710- 858	1544-1866
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR	Z	42.2	731- 882	2	43.1	762- 920	1657-2001
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR.	Z	44.4	810- 979	1	45.3	846-1022	1840-2223

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 104

7332 MAINTENANCE MACHINIST

1979-80 SALARY SCHEDULE 42.2 APPROX $1590 - $1747 - $1918 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	52	1590	1747	1918		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
PRIVATE BAY AREA	837	1603	1830	1972	1,531,710										
STATE OF CALIFORNIA	0	1449	1519	1588	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
U.S. GOVERNMENT	200	1566	1698	1829	339,600	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
CITY OF CONCORD	1	1530	1609	1687	1,609	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00	10-15-20-20
CITY OF OAKLAND	1	1620	1705	1789	1,705	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF SAN JOSE	3	1355	1493	1631	4,479	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	7	1686	1686	1686	11,802	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
U.C.MEDICAL CENTER S.F.	5	1827	1919	2010	9,595	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	5	1695	1822	1949	9,110	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
A.C. TRANSIT	4	1627	1627	1627	6,508	40.0	10	YES	NO	12	YES	YES	16.2%	$ 69.00- 69.00	10-15-20-25
BAY AREA RAPID TRANSIT	48	1590	1804	2018	86,592	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00	15-15-20-25
TOTALS ... 11	1100			.....	1,984,400										
FLAT RATE TOTALS	11			.....	18,310										
COMBINED TOTAL	1111														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1804 *
* RATE RANGE 1624 TO 1984 *

WEIGHTED AVERAGE OF THE FLAT RATES 1665 TO 1665

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1624 TO 1981 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * METAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
7123	MACHINE SHOP AND PARKING METER SUPT..... Z	44.0	796- 961	1	44.6	818- 989	1779-2151
7150	CITY SHOPS GENERAL SUPERINTENDENT..... Z	51.3	1125-1362	1	51.9	1158-1401	2519-3047
7152	SUPT OF MAINTENANCE, MUNI RAILWAY..... Z	51.3	1125-1362	1	51.9	1158-1401	2519-3047
7222	BLACKSMITH SUPERVISOR I.....	39.3	638- 769	0	39.9	655- 792	1425-1723
7258	MAINTENANCE MACHINIST SUPERVISOR I.....	43.7	785- 947	6	44.3	807- 975	1755-2121
7277	CITY SHOPS ASST SUPERINTENDENT.....	47.5	938-1136	1	48.1	966-1169	2101-2543
7305	BLACKSMITH.....	36.3	554- 668	1	36.9	570- 685	1240-1490
* 7332	MAINTENANCE MACHINIST.....	42.2	731- 882	52	42.8	752- 908	1636-1975
7389	METALSMITH.....	38.6	617- 745	6	40.4	671- 810	1459-1762
7390	WELDER.....	39.8	652- 788	8	40.4	671- 810	1459-1762
7395	ORNAMENTAL IRON WORKER.....	40.9	688- 830	5	41.5	707- 854	1536-1857
7414	BLACKSMITH'S FINISHER.....	35.8	541- 652	2	36.4	557- 671	1211-1459
7434	MAINTENANCE MACHINIST HELPER.....	36.3	554- 668	4	36.9	570- 688	1240-1496
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....	44.7	822- 994	1	45.3	846-1022	1840-2223
9346	FUSION WELDER.....	43.5	777- 938	1	44.1	800- 966	1740-2101

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 90

7334 STATIONARY ENGINEER

1979-80 SALARY SCHEDULE 41.2 APPROX $1516 - $1666 - $1831 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	205	1516	1666	1831		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	499	1747	1870	1953	933,130											
STATE OF CALIFORNIA	34	1482	1553	1624	52,802	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	28	1629	1765	1900	49,420	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	58	1566	1698	1829	98,484	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	40	1851	1851	1851	74,040	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	13	1476	1552	1627	20,176	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	3	1312	1377	1442	4,131	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	21	1483	1570	1656	32,970	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	11	1359	1466	1572	16,126	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF HAYWARD	2	1283	1392	1501	2,784	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	11	1590	1677	1763	18,447	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	6	1403	1470	1537	8,820	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
U.C.MEDICAL CENTER S.F.	13	1893	1893	1893	24,609	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	24	1906	1906	1906	45,744	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE LIVERMORE LAB	96	1622	1756	1890	168,576											
TOTALS ... 14	782		.....		1,405,866											
FLAT RATE TOTALS	77		.....		144,393											
COMBINED TOTAL	859															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1798 *

* RATE RANGE 1618 TO 1978 *

WEIGHTED AVERAGE OF THE FLAT RATES 1875 TO 1875

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1641 TO 1969 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
0 54	SUPERVISOR, BUILDINGS AND GROUNDS.....	43.7	785- 947	0	45.2	842-1018	1831-2214
0172	CHIEF OPERATING ENGINEER.....	45.9	870-1052	0	47.4	934-1131	2031-2460
5149	SUPT OF WATER TREATMENT FACILITIES..... Z	47.4	934-1131	1	48.9	1003-1214	2182-2640
6233	REFRIGERATOR INSPECTOR.....	46.6	899-1088	0	48.1	966-1169	2101-2543
6235	HEAT AND VENTILATION INSPECTOR.....	46.6	899-1088	0	48.1	966-1169	2101-2543
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	48.9	1003-1214	11	50.4	1078-1304	2345-2836
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	45.7	862-1042	1	47.2	925-1120	2012-2436
7205	CHIEF STATIONARY ENGINEER.....	45.9	870-1052	10	47.4	934-1131	2031-2460
7209	SCHOOL HEATING AND VENTILATION SUPV..... Z	48.9	1003-1214	1	50.4	1078-1304	2345-2836
7223	CABLE MACHINERY SUPERVISOR.....	47.5	938-1136	1	49.0	1008-1220	2192-2654
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	47.9	956-1158	5	49.4	1027-1243	2234-2704
7321	ELEVATOR MECHANIC.....	44.7	822- 994	0	46.2	882-1067	1918-2321
7333	JUNIOR STATIONARY ENGINEER.....	36.5	560- 674	0	38.0	599- 724	1303-1575
* 7334	STATIONARY ENGINEER.....	41.2	697- 842	205	42.7	748- 903	1627-1964
7334A	APPRENTICE STATIONARY ENGINEER.....		505- 800	2		542- 858	
7335	SENIOR STATIONARY ENGINEER.....	43.7	785- 947	31	45.2	842-1018	1831-2214
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	43.2	766- 925	73	44.7	822- 994	1788-2162
7372A	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		555- 879			596- 944	
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	45.7	862-1042	26	47.2	925-1120	2012-2436
7420	BRIDGETENDER.....	36.5	560- 674	7	38.0	599- 724	1303-1575
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	41.2	697- 842	9	42.7	748- 903	1627-1964
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		674- 674	0		722- 722	
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	48.9	1003-1214	1	50.4	1078-1304	2345-2836

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 384

7344 CARPENTER

1979-80 SALARY SCHEDULE 43.5 APPROX $1690 - $1857 - $2040 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS									
CITY & COUNTY SAN FRANCISCO	70	1690	1857	2040		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
PRIVATE BAY AREA	252	1615	1712	1779	431,424										
STATE OF CALIFORNIA	10	1449	1519	1588	15,190	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
U.S. GOVERNMENT	112	1505	1631	1756	182,672	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18*26-26
ALAMEDA COUNTY	8	1964	1964	1964	15,712	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
CONTRA COSTA COUNTY	5	1740	1829	1918	9,145	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
SAN MATEO COUNTY	8	1702	1702	1702	13,616	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	10	1898	1898	1898	18,980	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	1	1436	1490	1544	1,490	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
CITY OF CONCORD	2	1530	1609	1687	3,218	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00	10-15-20-20
CITY OF HAYWARD	1	1361	1479	1596	1,479	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00	10-15-16-20
CITY OF OAKLAND	8	1620	1708	1796	13,664	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00	10-15-18-25
CITY OF RICHMOND	4	1436	1506	1576	6,024	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	10	1317	1452	1586	14,520	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00	10-15-20-20
CITY OF SAN MATEO	1	1228	1328	1428	1,328	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00	10-15-20-20
CITY OF SUNNYVALE	1	1368	1517	1665	1,517	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	8	1686	1686	1686	13,488	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	41	1912	1963	2013	80,483	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	13	1509	1664	1818	21,632	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	25	1509	1664	1818	41,600	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
LAWRENCE BERKELEY LAB	6	1340	1594	1848	9,564										
LAWRENCE LIVERMORE LAB	19	1543	1672	1801	31,768										
S.F. HOUSING AUTHORITY	9	1958	1958	1958	17,622										
BAY AREA RAPID TRANSIT	3	2018	2018	2018	6,054	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	2300	2300	2300	2,300	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00	15-15-20-30
TOTALS ... 24	511				866,718										
FLAT RATE TOTALS	47				87,772										
COMBINED TOTAL	558														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1696 *

* RATE RANGE 1526 TO 1866 *

WEIGHTED AVERAGE OF THE FLAT RATES 1867 TO 1867

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1555 TO 1866 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
A170	PROPERTY STAGE HAND.....	8.05 HR		0	8.05 HR		
C109	STAGEHAND GRIPS, CLEARERS.....	7.98 HR		0	7.98 HR		
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT. Z	48.3	975-1180	2	48.3	975-1180	2121-2567
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT..... Z	50.3	1073-1298	1	50.3	1073-1298	2334-2823
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV Z	50.4	1078-1304	0	50.4	1078-1304	2345-2836
6331	BUILDING INSPECTOR..... Z	46.4	891-1078	39	46.4	891-1078	1938-2345
6333	SENIOR BUILDING INSPECTOR..... Z	47.4	934-1131	2	47.4	934-1131	2031-2460
6334	CHIEF BUILDING INSPECTOR..... Z	48.4	979-1185	5	48.4	979-1185	2129-2577
6336	PROPERTY REHABILITATION MANAGER..... Z	49.4	1027-1243	0	49.4	1027-1243	[illegible]
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY. Z	46.7	903-1093	1	46.7	903-1093	1964-2377
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ. Z	47.7	947-1147	1	47.7	947-1147	2060-2495
7202	ASST PARK SUPT FOR STRUCTURAL MAINT..... Z	47.6	943-1141	1	47.6	943-1141	[illegible]
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....	40.7	681- 822	2	40.7	681- 822	1481-1788
7226	CARPENTER SUPERVISOR I.....	45.3	846-1022	8	45.3	846-1022	[illegible]
7233	GLAZIER SUPERVISOR I.....	44.6	818- 989	2	44.6	818- 989	1779-2151
7236	LOCKSMITH SUPERVISOR I.....	45.3	846-1022	2	45.3	846-1022	1840-2223
7247	SHEET METAL WORKER SUPERVISOR II.....	47.0	916-1109	1	47.0	916-1109	[illegible]
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE..	40.7	681- 822	0	40.7	681- 822	1481-1788
7261	SUPERVISOR OF MAINTENANCE, SFUSD.....	41.7	714- 862	1	41.7	714- 862	1553-1875
7272	CARPENTER SUPERVISOR II.....	49.3	1022-1237	1	49.3	1022-1237	2223-2690
7326	GLAZIER.....	42.5	742- 895	12	42.5	742- 895	[illegible]
7342	LOCKSMITH.....	43.5	777- 938	11	43.5	777- 938	[illegible]
* 7344	CARPENTER.....	43.5	777- 938	70	43.5	777- 938	1690-2040
7358	PATTERNMAKER.....	42.9	755- 912	3	42.9	755- 912	[illegible]
7371	STAGE CARPENTER.....	8.05 HR		0	8.05 HR		
7376	SHEET METAL WORKER.....	43.0	758- 916	14	43.0	758- 916	1649-1992
7378	TILE SETTER.....	41.6	710- 858	1	41.6	710- 858	[illegible]
9330	PILE WORKER.....	44.5	814- 984	19	44.5	814- 984	1770-2140
9332	PILEDRIVER SUPERVISOR I.....	45.5	854-1032	3	46.5	895-1083	1947-2356
9343	ROOFER.....	41.9	721- 870	0	41.9	721- 870	[illegible]
9344	ROOFER SUPERVISOR I.....	42.9	755- 912	1	42.9	755- 912	[illegible]
9345	SHEET METAL SUPERVISOR I, PORT.....	45.0	834-1008	1	45.0	834-1008	[illegible]
9360	CONSTRUCTION AND MAINT SUPV II, PORT....	40.5	674- 814	1	40.5	674- 814	[illegible]
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS.. Z	46.6	899-1088	1	46.6	899-1088	[illegible]
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	45.1	838-1013	1	45.1	838-1013	[illegible]
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR. Z	47.6	943-1141	1	47.6	943-1141	[illegible]

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 208

7345 ELECTRICIAN

1979-80 SALARY SCHEDULE 44.9 APPROX $1805 - $1984 - $2182 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	76	1805	1984	2182		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	764	1615	1818	1847	1,388,952											
STATE OF CALIFORNIA	10	1514	1589	1663	15,890	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	199	1566	1698	1829	337,902	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	4	1992	1992	1992	7,968	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	8	1855	1950	2045	15,600	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	1376	1445	1513	1,445	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	2	1892	1892	1892	3,784	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	9	2072	2072	2072	18,648	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	5	1670	1748	1826	8,740	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	3	1530	1609	1687	4,827	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF HAYWARD	2	1414	1538	1662	3,076	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	15	1897	1994	2091	29,910	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	5	1576	1654	1731	8,270	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	33	1492	1646	1800	54,318	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	1	1228	1328	1428	1,328	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SUNNYVALE	1	1368	1517	1665	1,517	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	7	1755	1755	1755	12,285	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	11	1966	2018	2069	22,198	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	9	1656	1826	1996	16,434	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	25	1509	1664	1818	41,600	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	32	1656	1826	1996	58,432	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE BERKELEY LAB	11	1340	1594	1848	17,534											
LAWRENCE LIVERMORE LAB	34	1622	1756	1890	59,704											
S.F. HOUSING AUTHORITY	3	2407	2407	2407	7,221											
BAY AREA RAPID TRANSIT	50	2018	2018	2018	100,900	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	7	2566	2566	2566	17,962	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
TOTALS ... 25	1169		.....		2,087,677											
FLAT RATE TOTALS	82		.....		168,768											
COMBINED TOTAL	1251															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1786 *
* RATE RANGE 1607 TO 1965 *

WEIGHTED AVERAGE OF THE FLAT RATES 2058 TO 2058

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1637 TO 1971 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
F 51	AIRPORT ATTENDANT.....		32.7	469- 565	1	32.7	469- 565	1020-1229
6248	ELECTRICAL INSPECTOR.....	Z	47.0	916-1109	20	47.0	916-1109	1992-2412
6249	SENIOR ELECTRICAL INSPECTOR.....		48.0	961-1163	0	48.0	961-1163	2090-2530
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	49.0	1008-1220	1	49.0	1008-1220	2192-2654
6252	LINE INSPECTOR.....	Z	47.0	916-1109	2	47.0	916-1109	1992-2412
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	48.5	984-1191	1	48.5	984-1191	2140-2590
7128	POWER HOUSE SUPERINTENDENT.....	Z	45.0	834-1008	2	45.0	834-1008	1814-2192
7130	POWER AND PLANT SUPERINTENDENT.....	Z	52.0	1163-1407	1	52.0	1163-1407	2530-3060
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	48.7	994-1203	1	48.7	994-1203	2162-2617
7132	TELECOMMUNICATIONS SUPERVISOR.....			940- 940	1	46.9	912-1104	1984-2401
7229	TRANSMISSION LINE SUPERVISOR I.....		47.4	934-1131	2	47.4	934-1131	2031-2460
7235	TRANSIT POWER LINE SUPERVISOR I.....		47.4	934-1131	3	47.4	934-1131	2031-2460
7238	ELECTRICIAN SUPERVISOR I.....		47.4	934-1131	9	47.4	934-1131	2031-2460
7244	POWER PLANT SUPERVISOR I.....		43.0	758- 916	3	43.0	758- 916	1649-1992
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		47.4	934-1131	1	47.4	934-1131	2031-2460
7257	COMMUNICATION LINE SUPERVISOR I.....		47.4	934-1131	1	47.4	934-1131	2031-2460
7273	COMMUNICATION LINE WORKER SUPV II.....		49.6	1037-1255	1	49.6	1037-1255	2255-2730
7274	TRANSIT POWER LINE WORKER SUPV II.....		49.6	1037-1255	1	49.6	1037-1255	2255-2730
7275	CABLE SPLICER SUPERVISOR I.....		49.6	1037-1255	1	49.6	1037-1255	2255-2730
7276	ELECTRICIAN SUPERVISOR II.....		49.6	1037-1255	2	49.6	1037-1255	2255-2730
7279	POWERHOUSE ELECTRICIAN SUPV II.....	Z	49.6	1037-1255	1	49.6	1037-1255	2255-2730
7285	TRANSMISSION LINE WORKER SUPV II.....		49.6	1037-1255	1	49.6	1037-1255	2255-2730
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		47.4	934-1131	3	47.4	934-1131	2031-2460
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....	Z	49.4	1027-1243	1	49.4	1027-1243	2234-2704
7308	CABLE SPLICER.....		47.4	934-1131	3	47.4	934-1131	2031-2460
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		44.9	830-1003	54	44.9	830-1003	1805-2182
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		45.9	870-1052	9	45.9	870-1052	1892-2288
7338	ELECTRICAL LINE WORKER.....		44.9	830-1003	41	44.9	830-1003	1805-2182
* 7345	ELECTRICIAN.....		44.9	830-1003	76	44.9	830-1003	1805-2182
7363	POWERHOUSE ELECTRICIAN.....		44.9	830-1003	5	44.9	830-1003	1805-2182
7364	POWERHOUSE OPERATOR.....		39.2	634- 766	15	39.2	634- 766	1374-1662
7365	SENIOR POWERHOUSE OPERATOR.....		41.7	714- 862	8	41.7	714- 862	1553-1875
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....			857- 857	5	44.9	830-1003	1805-2182
7377	STAGE ELECTRICIAN.....		40.3	668- 807	2	40.3	668- 807	1453-1758
7408	ASSISTANT POWER HOUSE OPERATOR.....		34.5	510- 614	8	34.5	510- 614	1109-1335
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		42.8	752- 908	12	42.8	752- 908	1632-1967
7432	ELECTRICAL LINE HELPER.....		41.9	721- 870	4	41.9	721- 870	1568-1892

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....	32.7	469- 565	7	32.7	469- 565	1020-1229
9240	AIRPORT ELECTRICIAN.....	46.9	912-1104	12	46.9	912-1104	1984-2401
9241	AIRPORT ELECTRICIAN SUPERVISOR.....	47.9	956-1158	1	47.9	956-1158	2079-2519
9242	HEAD AIRPORT ELECTRICIAN.....	48.9	1003-1214	1	48.9	1003-1214	2182-2640
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL..... Z	45.9	870-1052	1	45.9	870-1052	1892-2288

NUMBER OF CLASSES THIS BENCHMARK..... 42
NUMBER OF POSITIONS THIS BENCHMARK..... 324

7346 PAINTER

1979-80 SALARY SCHEDULE 43.1 APPROX $1657 - $1823 - $2001 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	77	1657	1823	2001		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	184	1739	1739	1768	319,976											
STATE OF CALIFORNIA	11	1449	1519	1588	16,709	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	161	1505	1631	1756	262,591	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	9	1905	1905	1905	17,145	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	4	1740	1829	1918	7,316	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	4	1702	1702	1702	6,808	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	7	1898	1898	1898	13,286	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	14	1436	1490	1544	20,860	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	1	1530	1609	1687	1,609	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF HAYWARD	1	1309	1421	1532	1,421	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	13	1611	1698	1785	22,074	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	3	1436	1506	1576	4,518	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	20	1317	1452	1586	29,040	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	1	1228	1328	1428	1,328	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SUNNYVALE	1	1368	1517	1665	1,517	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	6	1686	1686	1686	10,116	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	19	1917	1968	2018	37,392	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	5	1509	1664	1818	8,320	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	25	1509	1664	1818	41,600	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE BERKELEY LAB	2	1340	1594	1848	3,188											
LAWRENCE LIVERMORE LAB	15	1543	1672	1801	25,080											
S.F. HOUSING AUTHORITY	18	1874	1874	1874	33,732											
BAY AREA RAPID TRANSIT	4	2018	2018	2018	8,072	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	4	2274	2274	2274	9,096	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
TOTALS ... 24	480		.....		804,539											
FLAT RATE TOTALS	52		.....		98,255											
COMBINED TOTAL	532															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1676 *
* RATE RANGE 1508 TO 1844 *

WEIGHTED AVERAGE OF THE FLAT RATES 1890 TO 1890

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1545 TO 1848 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	41.5	707- 854	1	41.5	707- 854	1538-1857
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	44.1	800- 966	1	44.1	800- 966	1740-2101
7242	PAINTER SUPERVISOR I.....	43.1	762- 920	9	43.1	762- 920	1657-2001
7278	PAINTER SUPERVISOR II.....	47.8	952-1152	1	47.8	952-1152	2071-2506
7309	CAR AND AUTO PAINTER.....	40.1	661- 800	16	40.1	661- 800	1438-1740
* 7346	PAINTER.....	43.1	762- 920	77	43.1	762- 920	1657-2001

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 105

7347 PLUMBER

1979-80 SALARY SCHEDULE 44.5 APPROX $1770 - $1947 - $2140 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	52	1770	1947	2140		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	205	1801	1807	1824	370,435											
STATE OF CALIFORNIA	4	1514	1589	1663	6,356	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	67	1505	1631	1756	109,277	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	216	1566	1698	1829	366,768	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	2	2105	2105	2105	4,210	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	4	1855	1950	2045	7,800	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	0	1892	1892	1892	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	8	2072	2072	2072	16,576	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF OAKLAND	3	1837	1936	2034	5,808	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF SAN JOSE	2	1513	1670	1826	3,340	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SUNNYVALE	1	1368	1517	1665	1,517	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
OAKLAND CITY SCHOOL DIST.	12	2067	2121	2175	25,452	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	7	1656	1826	1996	12,782	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	25	1509	1664	1818	41,600	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	32	1656	1826	1996	58,432	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE BERKELEY LAB	5	1340	1594	1848	7,970											
LAWRENCE LIVERMORE LAB	15	1622	1756	1890	26,340											
S.F. HOUSING AUTHORITY	10	2045	2045	2045	20,450											
GOLDEN GATE BRIDGE DISTRICT	1	2589	2589	2589	2,589	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
TOTALS ... 17	598		.....		1,043,877											
FLAT RATE TOTALS	21		.....		43,825											
COMBINED TOTAL	619															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1746 *

* RATE RANGE 1571 TO 1921 *

WEIGHTED AVERAGE OF THE FLAT RATES 2087 TO 2087

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* COMBINED WEIGHTED AVEPAGE OF PREVAILING RATE 1589 TO 1927 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
6236	BOILER INSPECTOR		46.9	912-1104	2	46.9	912-1104	1984-2401
6238	SENIOR BOILER INSPECTOR		47.9	956-1158	0	47.9	956-1158	2079-2519
6242	PLUMBING INSPECTOR	Z	46.9	912-1104	10	46.9	912-1104	1984-2401
6244	CHIEF PLUMBING INSPECTOR	Z	48.9	1003-1214	1	48.9	1003-1214	2182-2640
7204	CHIEF WATER SERVICE INSPECTOR		46.7	903-1093	1	46.7	903-1093	1964-2377
7213	PLUMBER SUPERVISOR I		46.9	912-1104	4	46.9	912-1104	1984-2401
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		47.5	938-1136	1	47.5	938-1136	2040-2471
7239	PLUMBER SUPERVISOR II		47.8	952-1152	1	47.8	952-1152	2071-2506
7240	WATER METER SHOP SUPERVISOR I		42.1	728- 878	1	42.1	728- 878	1583-1906
7248	STEAMFITTER SUPERVISOR II		47.8	952-1152	1	47.8	952-1152	2071-2506
7250	UTILITY PLUMBER SUPERVISOR I		46.9	912-1104	22	46.9	912-1104	1984-2401
7284	UTILITY PLUMBER SUPERVISOR II		48.4	979-1185	4	48.4	979-1185	2128-2577
7316	WATER SERVICE INSPECTOR		41.7	714- 862	25	41.7	714- 862	1553-1875
7317	SENIOR WATER SERVICE INSPECTOR		44.7	822- 994	5	44.7	822- 994	1788-2162
7323	FIRE DEPT WATER SYSTEM ASST SUPV		46.5	895-1083	1	46.5	895-1083	1947-2356
* 7347	PLUMBER		44.5	814- 984	52	44.5	814- 984	1770-2140
7348	STEAMFITTER		44.5	814- 984	21	44.5	814- 984	1770-2140
7349	STEAMFITTER ASSISTANT SUPERVISOR		45.6	858-1037	1	45.6	858-1037	1866-2255
7353	WATER METER REPAIRER		40.1	661- 800	6	40.1	661- 800	1438-1740
7360	PIPE WELDER		44.5	814- 984	4	44.5	814- 984	1770-2140
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		45.6	858-1037	0	45.6	858-1037	1866-2255
7388	UTILITY PLUMBER		44.5	814- 984	47	44.5	814- 984	1770-2140
7442	WATER METER REPAIR HELPER		33.3	482- 580	1	33.3	482- 580	1048-1262
7449	SEWER SERVICE WORKER		43.3	769- 929	11	43.3	769- 929	1673-2021
7462	UTILITY PLUMBER HELPER		40.5	674- 814	0	40.5	674- 814	1466-1770
7463	UTILITY PLUMBER APPRENTICE		41.5	707- 854	23	41.5	707- 854	1538-1857

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 245

7355 TRUCK DRIVER

1979-80 SALARY SCHEDULE

APPROX $1723 - $1862 - $2001 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH EMPL	HEALTH MO. FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	168	1723	1862	2001		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	6621	1565	1675	1821	11,090,175											
STATE OF CALIFORNIA	2	1232	1292	1351	2,584	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
STATE OF CALIFORNIA	0	1290	1353	1415	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	75	1383	1498	1613	112,350	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	83	1442	1563	1684	129,729	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	25	1611	1611	1611	40,275	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 69.00		10-15-20-20
CONTRA COSTA COUNTY	49	1338	1407	1476	68,943	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	8	1293	1454	1615	11,632	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
CITY OF BERKELEY	2	1236	1284	1331	2,568	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF OAKLAND	14	1310	1378	1446	19,292	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF SAN MATEO	14	1089	1179	1268	16,506	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	28	1605	1605	1605	44,940	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1527	1527	1527	6,108	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
OAKLAND CITY SCHOOL DIST.	12	1444	1444	1444	17,328	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	3	1474	1585	1695	4,755	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	14	1409	1552	1695	21,728	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE BERKELEY LAB	1	1373	1579	1784	1,579											
LAWRENCE BERKELEY LAB	17	1194	1372	1549	23,324											
LAWRENCE LIVERMORE LAB	18	1543	1672	1801	30,096											
TOTALS ... 15	6921		.....		11,535,261											
FLAT RATE TOTALS	69		.....		108,651											
COMBINED TOTAL	6990															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1667 *

* RATE RANGE 1500 TO 1834 *

WEIGHTED AVERAGE OF THE FLAT RATES 1575 TO 1575

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1501 TO 1831 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
O 1	CHAUFFEUR, PASSENGER.....		31.3	440- 529	0	31.3	440- 529	957-1151
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	45.1	838-1013	1	45.1	838-1013	1823-2203
5172	STREET REPAIR SUPERINTENDENT.....	Z	48.3	975-1180	1	48.3	975-1180	2121-2567
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	44.1	800- 966	1	44.1	800- 966	1740-2101
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	45.1	838-1013	1	45.1	838-1013	1823-2203
7221	ASPHALT PLANT SUPERVISOR I.....		43.3	769- 929	1	43.3	769- 929	1673-2021
7282	STREET REPAIR SUPERVISOR II.....		44.1	800- 966	3	44.1	800- 966	1740-2101
7312	CHAUFFEUR.....		27.6	372- 446	1	27.6	372- 446	809- 970
7328	OPERATING ENGINEER, UNIVERSAL			594- 934	27		668-1052	
* 7355	TRUCK DRIVER.....			792- 920	168		792- 920	
7424	DRYER-MIXER OPERATOR.....		40.3	668- 807	3	42.8	752- 908	1636-1975
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	38.9	625- 755	1	38.9	625- 755	1359-1646
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	45.6	858-1037	1	45.6	858-1037	1866-2255
9331	PILEDRIVER ENGINE OPERATOR.....		43.3	769- 929	3	45.8	866-1047	1884-2277
9334	DECKHAND, TUGS AND DREDGES.....		37.7	591- 714	8	40.2	664- 803	1444-1747
9335	MARINE FIRE AND BOILER OPERATOR.....		37.7	591- 714	1	40.2	664- 803	1444-1747
9335.1	DREDGE LEVER OPERATOR.....		42.8	752- 908	0	45.3	846-1022	1840-2223
9336	HEAD DREDGE LEVER OPERATOR.....		43.7	785- 947	2	46.2	882-1067	1918-2321
9337	DIESEL TUGBOAT OPERATOR.....		42.8	752- 908	1	45.3	846-1022	1840-2223
9338	SUPERINTENDENT, TUGS AND DREDGES.....	Z	40.9	688- 830	0	43.4	773- 934	1681-2031
9348	TRUCK CRANE OILER.....		39.1	631- 762	0	41.6	710- 858	1544-1866

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 224

7381 AUTOMOTIVE MECHANIC

1979-80 SALARY SCHEDULE APPROX $1907 - $1907 - $1907 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	80	1907	1907	1907		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	500	1621	1801	1950	900,500											
PRIVATE BAY AREA	770	1701	1929	1943	1,485,330											
STATE OF CALIFORNIA	5	1351	1417	1482	7,085	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	28	1442	1563	1684	43,764	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	36	1505	1631	1756	58,716	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	134	1566	1698	1829	227,532	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	4	1637	1637	1637	6,548	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	16	1637	1721	1805	27,536	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	3	1410	1480	1550	4,440	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	0	1471	1655	1839	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SAN MATEO COUNTY	2	1570	1570	1570	3,140	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	17	1359	1500	1641	25,500	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	11	1536	1590	1644	17,490	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	3	1530	1609	1687	4,827	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF FREMONT	2	1338	1483	1627	2,966	40.0	11	YES	YES	12	YES	NO	8.6%	$ 28.00- 81.00		12-15-21-21
CITY OF HAYWARD	4	1345	1456	1567	5,824	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	11	1550	1632	1714	17,952	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF OAKLAND	13	1672	1761	1850	22,893	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	5	1403	1470	1537	7,350	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	27	1355	1493	1631	40,311	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	4	1231	1332	1432	5,328	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SANTA CLARA	4	1322	1463	1604	5,852	40.0	11	YES	YES	12	YES	YES	10.9%	$ 39.00- 73.00		10-15-20-20
CITY OF SUNNYVALE	7	1368	1517	1665	10,619	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	9	1686	1686	1686	15,174	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
U.C. BERKELEY	8	1581	1700	1818	13,600	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
A.C. TRANSIT	54	1785	1785	1785	96,390	40.0	10	YES	NO	12	YES	YES	16.2%	$ 69.00- 69.00		10-15-20-25
A.C. TRANSIT	37	1806	1806	1806	66,822	40.0	10	YES	NO	12	YES	YES	16.2%	$ 69.00- 69.00		10-15-20-25
BAY AREA RAPID TRANSIT	14	2018	2018	2018	28,252	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	31	1889	1889	1889	58,559	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
SAN MATEO TRANSIT	24	1274	1422	1569	34,128	40.0	8	YES	NO	*	YES	NO	8.3%	$ 32.00-149.00		- * -
SANTA CLARA TRANSIT	42	1724	1842	1959	77,364	40.0	10	YES	YES	12	YES	YES	8.5%	$ 73.00- 73.00		10-15*20-25

TOTALS ... 25	1674	.....	3,046,907
FLAT RATE TOTALS	151	.....	274,885
COMBINED TOTAL	1825		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1820 *

* RATE RANGE 1638 TO 2002 *

WEIGHTED AVERAGE OF THE FLAT RATES 1820 TO 1820

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1653 TO 1987 *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 7381 AUTOMOTIVE MECHANIC

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
M270	SUPERINTENDENT, MACH SHOP AND EQUIP, PUC Z	46.6	899-1088	0	47.4	934-1131	2031-2460
7104	MECHANICAL SHOP AND EQUIPMENT ASST SUPT. Z	39.1	631- 762	0	39.9	655- 792	1425-1723
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....	47.0	916-1109	0	47.8	952-1152	2071-2506
7136	WATER SHOPS AND EQUIPMENT SUPT..... Z	47.8	952-1152	1	48.6	989-1197	2151-2603
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR. Z	46.0	874-1057	1	46.8	908-1099	1975-2390
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR. Z	47.0	916-1109	1	47.8	952-1152	2071-2506
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....	46.0	874-1057	8	46.8	908-1099	1975-2390
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....	13.40 HR		3		13.94 HR	
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.	44.5	814- 984	1	45.3	846-1022	1840-2223
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR Z	47.5	938-1136	1	48.3	975-1180	2121-2567
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....	12.61 HR		11		13.11 HR	
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....	44.9	830-1003	2	45.7	862-1042	1875-2266
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....	12.76 HR		7		13.27 HR	
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....	45.0	834-1008	1	45.8	866-1047	1884-2277
7264	AUTO BODY AND FENDER WORKER SUPV I.....	12.76 HR		1		13.27 HR	
7306	AUTOMOTIVE BODY AND FENDER WORKER.....	11.10 HR		49		11.54 HR	
7313	AUTOMOTIVE MACHINIST.....	11.10 HR		61		11.54 HR	
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....	12.20 HR		2		12.69 HR	
7319	ELECTRIC MOTOR REPAIRER.....	42.0	724- 874	9	42.8	752- 908	1636-1975
7322	AUTO BODY AND FENDER WORKER ASST SUPV...	12.20 HR		1		12.69 HR	
7325	GENERAL UTILITY MECHANIC.....	43.5	777- 938	8	44.3	807- 975	1755-2121
7330	SENIOR GENERAL UTILITY MECHANIC.....	44.5	814- 984	1	45.3	846-1022	1840-2223
7379	ELECTRICAL TRANSIT MECHANIC.....	42.0	724- 874	119	42.8	752- 908	1636-1975
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...	44.0	796- 961	19	44.8	826- 998	1797-2171
* 7381	AUTOMOTIVE MECHANIC.....	10.96 HR		80		11.40 HR	
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR	12.06 HR		8		12.54 HR	
7387	UPHOLSTERER.....	37.8	594- 717	4	38.6	617- 745	1342-1620
7409	ELECTRICAL TRANSIT SERVICE WORKER.....	39.0	628- 758	34	39.8	652- 788	1418-1714
7410	AUTOMOTIVE SERVICE WORKER.....	34.5	510- 614	111	35.3	529- 638	1151-1388
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	36.5	560- 674	5	37.3	580- 701	1262-1525
9102	TRANSIT CAR CLEANER.....	32.9	473- 570	72	33.7	491- 591	1068-1286
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....	34.9	519- 625	6	35.7	539- 650	1172-1414
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	35.9	544- 655	1	36.7	565- 681	1229-1481

NUMBER OF CLASSES THIS BENCHMARK..... 33
NUMBER OF POSITIONS THIS BENCHMARK..... 628

7384 TYPEWRITER REPAIRER

1979-80 SALARY SCHEDULE 33.7 APPROX $1068 - $1172 = $1285 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	4	1068	1172	1285		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
SANTA CLARA COUNTY	2	1153	1273	1392	2,546	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	25	1401	1401	1401	35,025	40.0	11	YES	NO	12	YES	YES	15.4%	$ 45.00-107.00		10-15-20-20
CITY OF LOS ANGELES	5	1106	1240	1374	6,200	40.0	11	NO	NO	12	YES	NO	15.9%	$ 58.00- 85.00		10-15-20-20
LOS ANGELES WATER AND POWER	4	1639	1639	1639	6,556	40.0	11	YES	YES	10	NO	NO	20.5%	$ 75.00- 75.00		10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	5	1107	1227	1346	6,135	40.0	13	YES	NO	12	YES	YES	8.3%	$ 83.00- 83.00		10-15-20-20
TOTALS ... 5	12	.....			14,881											
FLAT RATE TOTALS	29	.....			41,581											
COMBINED TOTAL	41															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1240 *

* RATE RANGE 1116 TO 1364 *

WEIGHTED AVERAGE OF THE FLAT RATES 1434 TO 1434

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1341 TO 1414 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
7243	PARKING METER REPAIRER SUPERVISOR I.....	39.0	628- 758	1	41.0	691- 834	1503-1814
7383	SEWING MACHINE REPAIRER.....	35.5	534- 644	1	37.5	586- 707	1275-1538
* 7384	TYPEWRITER REPAIRER.....	33.7	491- 591	4	35.7	539- 650	1172-1414
7385	SENIOR TYPEWRITER REPAIRER.....	35.5	534- 644	1	37.5	586- 707	1275-1538
7444	PARKING METER REPAIRER.....	36.5	560- 674	19	38.5	614- 742	1335-1614
7456	STREET SIGNAL REPAIRER.....	33.2	480- 578	0	35.2	526- 634	1144-1379
7457	TRAFFIC AND STREET SIGN MAINT WORKER....	35.7	539- 650	6	37.7	591- 714	1285-1553
9339	PARKING METER REPAIRER, PORT.....	36.0	546- 658	0	38.0	599- 724	1303-1575

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 32

7514 GENERAL LABORER

1979-80 SALARY SCHEDULE 35.2 APPROX $1144 - $1257 - $1379 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	259	1144	1257	1379		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
PRIVATE BAY AREA	207	1259	1449	1479	299,943											
STATE OF CALIFORNIA	9	1076	1128	1179	10,152	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	42	1075	1165	1255	48,930	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	108	1136	1231	1326	157,568	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	48	1281	1334	1387	64,032	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	30	1163	1223	1282	36,690	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	17	1085	1199	1312	20,383	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	21	1135	1277	1419	26,817	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	2	980	1080	1180	2,160	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	27	1075	1186	1296	32,022	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF BERKELEY	13	1149	1193	1236	15,509	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF CONCORD	6	1057	1171	1285	7,026	40.0	11	YES	YES	12	YES	YES	9.1%	$ 52.00-142.00		10-15-20-20
CITY OF HAYWARD	39	1085	1173	1260	45,747	40.0	12	YES	NO	12	YES	YES	10.3%	$ 49.00-126.00		10-15-16-20
CITY OF OAKLAND	75	1169	1232	1295	92,400	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	1	1110	1156	1202	1,156	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	54	969	1066	1162	57,564	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	9	1037	1123	1208	10,107	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
CITY OF SUNNYVALE	20	1057	1184	1300	23,680	40.0	12	YES	YES	*	YES	NO	16.1%	$ 47.00- 79.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	41	1396	1396	1396	57,236	40.0	12	YES	YES	13	YES	YES	17.9%	$ 31.00-117.00		10-15-20-20
U.C.MEDICAL CENTER S.F.	6	1148	1263	1377	7,578	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
U.C. BERKELEY	30	1148	1263	1377	37,890	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
LAWRENCE BERKELEY LAB	7	985	1190	1394	8,330											
S.F. HOUSING AUTHORITY	22	1400	1400	1400	30,800											
GOLDEN GATE BRIDGE DISTRICT	11	1684	1684	1684	18,524	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
TOTALS ... 22	791		.....		1,005,684											
FLAT RATE TOTALS	74		.....		106,560											
COMBINED TOTAL	865															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1271 *

* R A T E R A N G E 1144 TO 1398 *

WEIGHTED AVERAGE OF THE FLAT RATES 1440 TO 1440

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1169 TO 1402 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	APPROX. MO. SALARY
2290	ZOO VETERINARIAN	Z	42.5	742- 895	1	42.8	752- 908	1636-1975
3130	ARBORETUM DIRECTOR	Z	45.2	842-1018	1	45.5	854-1032	1857-2245
3310	STABLE ATTENDANT		30.0	414- 498	5	30.3	420- 505	914-1098
3320	ANIMAL KEEPER		32.0	453- 546	26	32.3	460- 554	1001-1205
3321	SENIOR ANIMAL KEEPER		34.0	498- 599	2	34.3	505- 608	1098-1322
3322	ASSISTANT HEAD ANIMAL KEEPER		35.5	534- 644	1	35.8	541- 652	1177-1413
3324	HEAD ANIMAL KEEPER		37.0	572- 691	1	37.3	580- 701	1262-1525
3340	ZOO DIRECTOR	Z	48.8	998-1208	1	49.1	1013-1226	2203-2667
3342	ZOOLOGIST	Z	36.8	567- 684	1	37.1	575- 694	1251-1509
3346	DIRECTOR, ZOOLOGICAL ACTIVITIES	Z	48.8	998-1208	0	49.1	1013-1226	2203-2667
3350	PARKS SUPERINTENDENT	Z	52.7	1203-1457	1	53.0	1220-1477	2654-3212
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	39.7	650- 785	0	40.0	658- 796	1431-1731
3402	FARMER		33.2	480- 578	3	33.5	487- 586	1059-1275
3404	JAIL FARM SUPERVISOR		35.7	539- 650	1	36.0	546- 658	1188-1431
3410	ASSISTANT GARDENER		35.2	526- 634	147	35.5	534- 644	1161-1401
3416	GARDENER		37.2	578- 697	216	37.5	586- 707	1275-1538
3418	GARDENER ASSISTANT SUPERVISOR		40.2	664- 803	28	40.5	674- 814	1466-1770
3419	MUNICIPAL STADIUM GROUNDKEEPER		40.2	664- 803	2	40.5	674- 814	1466-1770
3422	PARK SECTION SUPERVISOR		41.2	697- 842	24	41.5	707- 854	1538-1857
3424	INSECTICIDE SPRAY OPERATOR		39.2	634- 766	1	39.5	644- 777	1401-1690
3428	NURSERY SPECIALIST		40.2	664- 803	7	40.5	674- 814	1466-1770
3430	CHIEF NURSERY SPECIALIST	Z	43.2	766- 925	2	43.5	777- 938	1690-2040
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	42.2	731- 882	1	42.5	742- 895	1614-1947
3434	TREE TOPPER		39.2	634- 766	6	39.5	644- 777	1401-1690
3436	TREE TOPPER SUPERVISOR I		42.7	748- 903	1	43.0	758- 916	1649-1992
3440	LANDSCAPING AND STREET PLANTING SUPV		45.5	854-1032	1	45.8	866-1047	1884-2277
3460	AGRICULTURAL INSTRUCTOR		31.9	451- 544	0	32.2	458- 552	996-1201
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	42.2	731- 882	1	42.5	742- 895	1614-1947
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	43.2	766- 925	4	43.5	777- 938	1690-2040
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	46.3	887-1073	2	46.6	899-1088	1956-2365
3474	SCHOOL GROUNDS SUPERVISOR		40.4	671- 810	1	40.7	681- 822	1481-1788
3506	AQUARIST		32.0	453- 546	3	32.3	460- 554	1001-1205
3508	SENIOR AQUARIST		33.8	494- 594	1	34.1	500- 602	1088-1304
3512	AQUARIUM EXHIBIT PREPARATOR		34.5	510- 614	1	34.8	517- 622	1124-1353
3516	AQUATIC COLLECTOR	Z	38.2	605- 731	1	38.5	614- 742	1335-1614
5170	STREET CLEANING AND PLANTING SUPT	Z	49.3	1022-1237	1	49.6	1037-1256	2255-2733
5173	STREET CLEANING & PLANTING ASST SUPT	Z	46.5	895-1083	1	46.8	908-1099	1975-2390

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
7211	CEMENT MASON SUPERVISOR II.....	44.0	796- 961	1	44.3	807- 975	1755-2111
7215	GENERAL LABORER SUPERVISOR I.....	37.2	578- 697	24	37.5	586- 707	1275-1538
7220	ASPHALT FINISHER SUPERVISOR I.....	38.8	622- 752	6	39.1	631- 762	1372-1657
7227	CEMENT MASON SUPERVISOR I.....	41.0	691- 834	0	41.3	701- 846	1525-1840
7246	SEWER REPAIR SUPERVISOR II.....	46.9	912-1104	3	47.2	925-1120	2012-2436
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...	41.0	691- 834	7	41.3	701- 846	1525-1840
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	38.2	605- 731	2	38.5	614- 742	1335-1614
7280	SEWER REPAIR ASST SUPERINTENDENT..... Z	49.0	1008-1220	2	49.3	1022-1237	2223-2690
7281	STREET CLEANING SUPERVISOR II.....	45.1	838-1013	6	45.4	850-1027	1849-2234
7283	TRACK MAINTENANCE SUPT. MUNI RAILWAY....	42.2	731- 882	1	42.5	742- 895	1614-1947
7307	BRICKLAYER.....	44.2	833- 970	5	44.5	814- 936	1770-2140
7311	CEMENT MASON.....	40.0	658- 796	18	40.3	668- 807	1453-1755
7327	GRANITE CUTTER.....	35.2	526- 634	2	35.5	534- 644	1161-1401
7361	PLASTERER.....	40.5	674- 814	1	40.8	684- 826	1488-1797
7370	RIGGER.....	37.4	583- 704	0	37.7	591- 714	1285-1553
7424	ASPHALT FINISHER.....	36.9	570- 688	12	37.2	578- 697	1257-1516
7422	CRIBBER.....	37.5	586- 707	10	37.8	594- 717	1292-1559
7423	CRIBBER ASSISTANT SUPERVISOR.....	39.3	638- 769	10	39.6	647- 781	1407-1699
7438	HODCARRIER.....	39.9	655- 792	9	40.2	664- 803	1444-1747
7448	SEWER CLEANER.....	37.5	586- 707	6	37.8	594- 717	1292-1559
7458	SWITCH REPAIRER.....	37.2	578- 697	5	37.5	586- 707	1275-1538
7502	ASPHALT WORKER.....	35.4	531- 641	16	35.7	539- 650	1172-1414
* 7514	GENERAL LABORER.....	35.2	526- 634	259	35.5	534- 644	1161-1401
7518	STREET CLEANER.....	33.2	480- 578	100	33.5	487- 586	1059-1275
7540	TRACK MAINTENANCE WORKER.....	36.2	552- 664	21	36.5	560- 674	1218-1466
7562	FIELD CONSERVATION LEADER.....	37.2	578- 697	0	37.5	586- 707	1275-1538
7564	FIELD CONSERVATION SUPERVISOR II.....	41.0	691- 834	0	41.3	701- 846	1525-1840
7566	FIELD CONSERVATION SUPERINTENDENT.....	38.9	625- 755	0	39.2	634- 766	1379-1666
9940	PUBLIC WORKS AIDE.....	3.41 HR		0		3.46 HR	
9941	PUBLIC WORKS AIDE LEADER.....	7.50 HR		0		7.61 HR	
9952	YOUTH SUMMER AIDE.....	3.10 HR		0		3.15 HR	
9954	YOUTH SUMMER AIDE LEADER.....	7.17 HR		0		7.28 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 69
NUMBER OF POSITIONS THIS BENCHMARK..... 1022

8146 D.A.'S INVESTIGATOR

1979-80 SALARY SCHEDULE 41.4 APPROX $1531 - $1681 - $1849 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1531	1681	1849		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	0	1624	1791	1958	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	36	1662	1869	2075	67,284	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	8	1568	1737	1906	13,896	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	3	1513	1673	1833	5,019	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	6	1650	1856	2062	11,136	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	27	1584	1756	1927	47,412	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 6	80	.....			144,747											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1809

RATE RANGE 1628 TO 1990

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8146 DISTRICT ATTORNEY'S INVESTIGATOR *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
2524	CORONER'S ESTATE INVESTIGATOR.....		33.6	489- 589	1	35.1	524- 631	1140-1372
2580	CORONER'S INVESTIGATOR.....		39.1	631- 762	10	40.6	677- 818	1472-1779
4230	ESTATE INVESTIGATOR.....	Z	36.4	557- 671	2	37.9	596- 721	1296-1568
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	37.8	594- 717	1	39.3	638- 769	1388-1673
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	37.8	594- 717	4	39.3	638- 769	1388-1673
8141	CLAIMS ADJUSTER, RETIREMENT SYSTEM.....			1043-1043	0		1121-1121	
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	41.4	704- 850	3	42.9	755- 912	1642-1984
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		43.1	762- 920	1	44.6	818- 989	1779-2147
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	47.9	956-1158	1	49.4	1027-1243	2234-2704
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	47.2	925-1120	1	48.7	994-1203	2162-2617
* 8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	41.4	704- 850	17	42.9	755- 912	1642-1984
8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY..	Z	43.1	762- 920	7	44.6	818- 989	1779-2147
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	44.4	810- 979	1	45.9	870-1052	1892-2286
8150	DOMESTIC RELATIONS INVESTIGATOR.....	Z	37.8	594- 717	0	39.3	638- 769	1388-1673
8152	SENIOR DOMESTIC RELATIONS INVESTIGATOR..	Z	40.3	668- 807	0	41.8	717- 866	1559-1884
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	35.2	526- 634	24	36.7	565- 681	1229-1481
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	38.3	608- 735	20	39.8	652- 788	1418-1714
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	41.9	721- 870	9	43.4	773- 934	1681-2031
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	44.9	830-1003	2	46.4	891-1078	1936-2345
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	47.9	956-1158	1	49.4	1027-1243	2234-2704
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	44.3	807- 975	3	45.8	866-1047	1884-2277
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	47.7	947-1147	1	49.2	1018-1232	2214-2680

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 109

8176 TRIAL ATTORNEY

1979-80 SALARY SCHEDULE 46.1 APPROX $1910 - $2101 - $2310 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	1910	2101	2310		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
STATE OF CALIFORNIA	22	2387	2548	2789	56,056	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
CONTRA COSTA COUNTY	7	1959	2171	2382	15,197	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
CONTRA COSTA COUNTY	2	1959	2171	2382	4,342	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	5	2008	2055	2102	10,275	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00	10-15-20-30
SAN MATEO COUNTY	16	1986	2223	2470	35,568	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00	13-16-21-22
SANTA CLARA COUNTY	3	2117	2346	2575	7,038	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
SANTA CLARA COUNTY	40	2117	2346	2575	93,840	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
CITY OF BERKELEY	1	2268	2505	2742	2,505	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00	10-15-20-25
TOTALS ... 6	96				224,821										

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2342        *
*                        R A T E   R A N G E   2108  TO  2576       *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY, CIVIL AND CRIMINAL *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	42.6	745- 899	10	44.8	826- 998	1797-2171
* 8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	46.1	878-1062	32	48.3	975-1180	2121-2567
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	49.6	1037-1255	39	51.8	1152-1394	2506-3032
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	53.6	1255-1520	65	55.8	1394-1690	3032-3676
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	55.6	1381-1674	11	57.8	1535-1862	3339-4050
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	55.1	1349-1634	21	57.3	1499-1818	3260-3956
8183	ASSISTANT CHIEF ATTORNEY II.....	Z	56.1	1414-1714	3	58.3	1573-1909	3421-4152
8184	CHIEF ATTORNEY II.....	Z	58.3	1573-1909	4	60.5	1748-2122	[illegible]
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	56.7	1457-1765	1	58.9	1618-1965	3519-4274
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	51.8	1152-1394	1	54.0	1279-1550	2782-3371
8190	ATTORNEY, TAX COLLECTOR.....	Z	49.1	1013-1226	1	51.3	1125-1362	2447-2962
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	53.6	1255-1520	1	55.8	1394-1690	[illegible]
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	57.1	1484-1800	1	59.3	1650-2004	[illegible]

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 190

8204 INSTITUTIONAL POLICE OFFICER

1979-80 SALARY SCHEDULE 35.2 APPROX $1144 - $1257 - $1379 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS									
CITY & COUNTY SAN FRANCISCO	32	1144	1257	1379		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40	10-15-20-20
STATE OF CALIFORNIA	41	1302	1455	1608	59,655	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00	10-15-19-20
ALAMEDA COUNTY	16	908	994	1079	15,904	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00	10-15-20-20
SANTA CLARA COUNTY	10	980	1080	1180	10,800	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00	10-16-21-22
OAKLAND CITY SCHOOL DIST.	0	1167	1292	1416	0	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
OAKLAND CITY SCHOOL DIST.	15	1283	1421	1558	21,315	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	14	1443	1590	1736	22,260	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
U.C. BERKELEY	29	1443	1590	1736	46,110	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00	15-15-21-24
TOTALS ... 6	135				176,044										

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1408      *
*                          R A T E   R A N G E    1267  TO  1549    *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
3232	MARINA ASSISTANT MANAGER		33.0	475- 572	4	35.4	531- 641	1155-1394
3234	MARINA MANAGER		38.0	599- 724	1	40.4	671- 810	1459-1762
7270	WATERSHED KEEPER SUPERVISOR		35.2	526- 634	3	37.6	589- 710	1281-1544
7301	ARMORED TRUCK OPERATOR		29.5	406- 487	3	31.9	451- 544	981-1183
7426	ELEVATOR OPERATOR		27.0	362- 434	10	29.4	404- 485	879-1055
7470	WATERSHED KEEPER		33.9	496- 596	22	36.3	554- 668	1205-1453
7542	WATERSHED WORKER (SEASONAL AS NEEDED)		4.51 HR		0		5.05 HR	
8201	SCHOOL CROSSING GUARD		3.82 HR		0		4.23 HR	
8202	SECURITY GUARD		28.0	379- 453	23	30.4	422- 508	918-1105
8203	SCHOOL PATROL AIDE		33.0	475- 572	1	35.4	531- 641	1155-1394
* 8204	INSTITUTIONAL POLICE OFFICER		35.2	526- 634	32	37.6	589- 710	1281-1544
8205	INSTITUTIONAL POLICE SERGEANT		37.4	583- 704	4	39.8	652- 788	1418-1714
8206	INSTITUTIONAL POLICE CAPTAIN		41.4	704- 850	2	43.8	788- 952	1714-2071
8207	BUILDING AND GROUNDS PATROL OFFICER		33.0	475- 572	27	35.4	531- 641	1155-1394
8208	PARK PATROL OFFICER		33.0	475- 572	15	35.4	531- 641	1155-1394
8209	INSTITUTIONAL POLICE LIEUTENANT	Z	39.4	641- 773	1	41.8	717- 866	1559-1884
8210	HEAD PARK PATROL OFFICER		35.2	526- 634	1	37.6	589- 710	1281-1544
8216	STAGE DOOR ATTENDANT		26.5	354- 424	2	28.9	394- 473	857-1029
8218	MUNICIPAL TRANSIT POLICE OFFICER	Z	34.3	505- 608	50	36.7	565- 681	1229-1481
8220	SERGEANT-AT-ARMS	Z	31.5	444- 534	1	33.9	496- 596	1079-1296
8222	ARMORED TRUCK GUARD		30.0	414- 498	0	32.4	463- 557	1007-1211
8226	MUSEUM GUARD		31.2	438- 526	33	33.6	489- 589	1064-1281
8228	SENIOR MUSEUM GUARD		33.7	491- 591	2	36.1	549- 661	1194-1436
8230	CHIEF MUSEUM GUARD		35.7	539- 650	1	38.1	602- 728	1309-1583
8231	MUSEUM SERVICES CO-ORDINATOR	Z	41.7	714- 862	1	44.1	800- 966	1740-2101
8272	CAMPUS CONTROL AIDE II		30.0	414- 498	2	32.4	463- 557	1007-1211
9174	SECURITY CHIEF, MUNICIPAL RAILWAY	Z	42.6	745- 899	1	45.0	838-1008	1824-2192
9210	AIRPORT POLICE OFFICER		37.6	589- 710	187	40.0	658- 796	1431-1731
9211	AIRPORT POLICE SERGEANT		40.1	661- 800	19	42.5	742- 895	1614-1947
9215	AIRPORT POLICE LIEUTENANT		43.4	774- 934	8	46.8	866-1047	1884-2277
9216	CHIEF, BUREAU OF AIRPORT SECURITY	Z		1325-1325	0		1484-1484	
9333	MARINE PATROL OFFICER		27.0	362- 434	4	29.4	404- 485	879-1055
9350	HARBOR POLICE OFFICER		32.2	578- 697	7	34.6	647- 781	1407-1699
9351	HARBOR POLICE SERGEANT		37.1	575- 694	0	39.5	644- 777	1401-1690
9352	HARBOR POLICE CAPTAIN	Z	40.1	661- 800	0	42.5	742- 895	1614-1947
9980	FIRE SAFETY TECHNICIAN		4.44 HR		0		4.97 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 467

8214 PARKING CONTROL OFFICER

1979-80 SALARY SCHEDULE 32.0 APPROX $985 - $1083 - $1188 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	148	985	1083	1188		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
CITY OF BERKELEY	11	1089	1129	1168	12,419	40.0	13	YES	NO	12	YES	YES	13.4%	$ 39.00- 93.00		10-15-20-25
CITY OF OAKLAND	19	1039	1096	1152	20,824	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
CITY OF RICHMOND	0	945	1028	1110	0	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	9	953	1048	1143	9,432	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
CITY OF SAN MATEO	9	1024	1101	1177	9,909	40.0	12	YES	YES	12	YES	NO	11.1%	$ 47.00- 80.00		10-15-20-20
U.C. BERKELEY	3	916	1006	1096	3,018	40.0	11	YES	YES	12	YES	*	14.9%	$ 43.00-102.00		15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
CITY OF LOS ANGELES	300	1119	1254	1389	376,200	40.0	11	NO	NO	12	YES	NO	15.9%	$ 58.00- 85.00		10-15-20-20
CITY OF SAN DIEGO	12	879	968	1056	11,616	40.0	9	YES	NO	13	NO	YES	11.9%	$ 32.00- 32.00		10-15-15-20
TOTAL*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1232

RATE RANGE 1100 TO 1344

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8214 PARKING CONTROL OFFICER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. NO. SALARY
7454	TRAFFIC SIGNAL OPERATOR.....	29.0	396- 475	5	31.6	446- 536	970-1166
8213	POLICE SERVICES AIDE.....	37.6	589- 710	33	40.2	664- 803	1444-1747
* 8214	PARKING CONTROL OFFICER.....	32.0	453- 546	148	34.6	512- 617	1114-1342
8215	TRAFFIC CONTROL OFFICER.....	33.0	475- 572	19	35.6	536- 647	1166-1407
8274	POLICE CADET.....		376- 376	0		425- 425	

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 205

8238 POLICE COMMUNICATIONS DISPATCHER

1979-80 SALARY SCHEDULE 33.7 APPROX $1068 - $1172 - $1285 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	70	1068	1172	1285		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	34	1067	1174	1281	39,916	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	28	1139	1262	1384	35,336	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	9	1137	1257	1376	11,313	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SANTA CLARA COUNTY	51	1164	1284	1404	65,484	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	64	1290	1424	1558	91,136	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF OAKLAND	48	1279	1346	1413	64,608	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
TOTALS ... 5	234		.....		307,793											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1315  *
*                          R A T E   R A N G E   1184  TO  1447 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8238 POLICE COMMUNICATIONS DISPATCHER *
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CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. NO. SALARY
8234	FIRE ALARM DISPATCHER.....	36.8	567- 684	8	39.3	638- 769	1388-1673
8236	CHIEF FIRE ALARM DISPATCHER.....	40.3	668- 807	1	42.8	752- 908	1636-1975
* 8238	POLICE COMMUNICATIONS DISPATCHER.....	33.7	491- 591	70	36.2	552- 664	1201-1444
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	36.7	565- 681	5	39.2	634- 766	1379-1666
9202	AIRPORT COMMUNICATIONS OPERATOR.....	30.7	428- 514	18	33.2	480- 578	1044-1257
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	32.7	469- 565	7	35.2	526- 634	1144-1379
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	38.4	611- 738	1	40.9	688- 830	1496-1805

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 110

8260 ASSISTANT CRIMINALIST

1979-80 SALARY SCHEDULE 44.3 APPROX $1755 - $1929 - $2121 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	8	1755	1929	2121		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
ALAMEDA COUNTY	4	1690	1861	2032	7,444	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	1	1453	1528	1602	1,528	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	3	1832	2061	2289	6,183	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	0	1459	1611	1763	0	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	2	1681	1858	2034	3,716	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
CITY OF OAKLAND	2	2116	2229	2341	4,458	37.5	12	NO	NO	12	YES	NO	14.4%	$ 30.00- 85.00		10-15-18-25
TOTALS ...	5		12	.....	23,329											

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*                                                           *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1944  *
*                        R A T E   R A N G E   1750 TO 2138 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8260 ASSISTANT CRIMINALIST *
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CLASS	CLASS TITLE - DESCRIPTION		.....1979-80..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1980-81 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
8249	FINGERPRINT TECHNICIAN I.....		34.0	498- 599	0	34.1	500- 602	1088-1309
8250	FINGERPRINT TECHNICIAN II.....		35.5	534- 644	28	35.6	536- 647	1166-1407
8251	FINGERPRINT TECHNICIAN III.....		37.0	572- 691	7	37.1	575- 694	1251-1509
* 8260	ASSISTANT CRIMINALIST.....	Z	44.3	807- 975	8	44.4	810- 979	1762-2129
8262	CRIMINALIST.....	Z	49.3	1022-1237	2	49.4	1027-1243	2234-2704

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 45

8304 DEPUTY SHERIFF

1979-80 SALARY SCHEDULE 37.6 APPROX $1281 - $1407 - $1544 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	213	1281	1407	1544		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	417	1383	1486	1588	619,662	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	457	1397	1548	1698	707,436	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	301	1393	1543	1693	464,443	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	26	1163	1288	1412	33,488	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	182	1334	1501	1667	273,182	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	420	1369	1516	1663	636,720	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 6	1803	.....			2,734,931											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1517 *

* RATE RANGE 1365 TO 1669 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

8304 DEPUTY SHERIFF

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
8217	STATION OFFICER.....	37.6	589- 710	23	39.2	634- 766	1379-1666
8301	SHERIFF'S PROPERTY KEEPER.....	32.3	460- 554	0	33.9	496- 596	1079-1296
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....	33.3	482- 580	2	34.9	519- 625	1129-1359
* 8304	DEPUTY SHERIFF.....	37.6	589- 710	213	39.2	634- 766	1379-1666
8306	SENIOR DEPUTY SHERIFF.....	39.7	650- 785	82	41.3	701- 846	1525-1840
8308	SHERIFF'S SERGEANT.....	41.2	697- 842	27	42.8	752- 908	1636-1975
8310	SHERIFF'S LIEUTENANT.....	43.3	769- 929	15	44.9	830-1003	1805-2182
8312	SHERIFF'S CAPTAIN.....	45.4	850-1027	2	47.0	916-1109	1992-2412
8314	CHIEF DEPUTY SHERIFF..... Z	47.4	934-1131	2	49.0	1008-1220	2192-2654
8315	ASSISTANT SHERIFF..... Z	49.0	1008-1220	1	50.6	1088-1316	2366-2862

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 367

8320 COUNSELOR - JUVENILE HALL

1979-80 SALARY SCHEDULE 35.2 APPROX $1144 - $1257 - $1379 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	49	1144	1257	1379		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	0	1449	1596	1743	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
ALAMEDA COUNTY	66	1168	1293	1418	85,338	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	13	1160	1285	1410	16,705	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	21	1115	1235	1354	25,935	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
MARIN COUNTY	15	1366	1533	1680	22,995	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	22	1187	1335	1483	29,370	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	20	1155	1280	1404	25,600	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
SANTA CLARA COUNTY	72	1274	1411	1548	101,592	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 6	229	.....			307,535											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1343 *

* RATE RANGE 1209 TO 1477 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8320 COUNSELOR-JUVENILE HALL *
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CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 RECOMMENDED RATES BI-WEEKLY SALARY	1980-81 RECOMMENDED RATES APPROX. MO. SALARY
2960	REHABILITATION CENTER WORK SUPERVISOR...		33.9	496- 596	0	35.3	529- 638	1151-1388
2962	REHABILITATION CENTER ASSISTANT MANAGER.	Z	35.2	526- 634	0	36.6	562- 677	1222-1472
2964	REHABILITATION CENTER MANAGER.....	Z	38.7	620- 748	0	40.1	661- 800	1436-1740
8316	ASSISTANT COUNSELOR.....		29.9	412- 496	22	31.3	440- 529	957-1151
8318	COUNSELOR II.....	Z	36.7	565- 681	10	38.1	602- 728	1309-1583
* 8320	COUNSELOR-JUVENILE HALL.....	Z	35.2	526- 634	49	36.6	562- 677	1222-1472
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	36.7	565- 681	11	38.1	602- 728	1309-1583
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	38.5	614- 742	8	39.9	655- 792	1425-1722
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	39.5	644- 777	1	40.9	688- 830	1496-1805
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	41.5	707- 854	4	42.9	755- 912	1642-1984
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	43.2	766- 925	2	44.6	818- 989	1779-2151
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	45.4	850-1027	1	46.8	908-1099	1975-2389
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	43.2	766- 925	1	44.6	818- 989	1779-2151
8342	DIRECTOR, JUVENILE HALL.....	Z	47.4	934-1131	0	48.8	998-1208	2171-2627
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	48.4	979-1185	1	49.8	1047-1267	2277-2756

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 110

8440 PROBATION OFFICER

1979-80 SALARY SCHEDULE 39.7 APPROX $1414 - $1553 - $1707 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	97	1414	1553	1707		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
STATE OF CALIFORNIA	30	1743	1922	2101	57,660	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
STATE OF CALIFORNIA	66	1743	1922	2101	126,852	40.0	12	YES	NO	12	NO	YES	16.0%	$ 38.00- 92.00		10-15-19-20
U.S. GOVERNMENT	2	1420	1633	1846	3,266	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	2	1718	1976	2233	3,952	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
U.S. GOVERNMENT	29	2059	2368	2676	68,672	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18*26-26
ALAMEDA COUNTY	183	1397	1551	1705	283,833	37.5	13	NO	NO	13	YES	YES	14.3%	$ 52.00- 89.00		10-15-20-20
CONTRA COSTA COUNTY	24	1449	1605	1761	38,520	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	33	1384	1531	1678	50,523	40.0	12	YES	YES	12	YES	NO	15.6%	$ 50.00-152.00		10-15-20-30
SAN MATEO COUNTY	2	1473	1658	1842	3,316	40.0	11	YES	YES	12	YES	YES	9.4%	$ 54.00-112.00		13-16-21-22
SANTA CLARA COUNTY	44	1404	1556	1708	68,464	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
TOTALS ... 7	415	.....			705,058											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1699 *

* RATE RANGE 1529 TO 1869 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL Z	30,287YR		0		33,164YR	
8401	PROBATION ASSISTANT	35.2	526- 634	0	37.1	575- 694	1251-1509
8402	PROBATION OFFICER TRAINEE Z	28.7	391- 469	0	30.6	426- 512	927-1114
8407	TRAFFIC HEARING OFFICER Z	45.7	862-1042	1	47.6	943-1141	2051-2482
8414	SUPV PROBATION OFFICER, JUVENILE COURT Z	43.7	785- 947	11	45.6	858-1037	[illegible]
8415	SR SUPV PROBATION OFFICER, JUV COURT Z	44.7	822- 994	3	46.6	899-1088	1955-2366
8416	ASST CHIEF PROBATION OFFICER, JUV COURT Z	47.9	956-1158	1	49.8	1047-1267	2277-2756
8419	PRISONER SERVICES COUNSELOR Z	40.2	664- 803	5	42.1	728- 878	1583-1910
8420	REHABILITATION SERVICES COORDINATOR Z	42.2	731- 882	2	44.1	800- 966	1740-2101
8422	ASSISTANT NEIGHBORHOOD COORDINATOR Z	32.9	473- 570	10	34.8	517- 622	1124-1353
8423	NEIGHBORHOOD COORDINATOR Z	36.9	570- 688	11	38.8	622- 752	1353-1635
8424	SENIOR NEIGHBORHOOD COORDINATOR Z	41.7	714- 862	1	43.6	781- 943	1699-2051
8425	PROJECT COORDINATOR Z	43.7	785- 947	1	45.6	858-1037	1866-2255
8434	SUPERVISING ADULT PROBATION OFFICER Z	43.7	785- 947	8	45.6	858-1037	[illegible]
8435	SR SUPERVISING ADULT PROBATION OFFICER Z	45.7	862-1042	2	47.6	943-1141	[illegible]
* 8440	PROBATION OFFICER Z	39.7	650- 785	97	41.6	710- 858	1544-1866
8442	SENIOR PROBATION OFFICER Z	41.7	714- 862	55	43.6	781- 943	1699-2051
8446	COURT ALTERNATIVE SPECIALIST I	36.7	565- 681	1	38.6	617- 745	1342-1620
8448	COURT ALTERNATIVE SPECIALIST II	40.7	681- 822	1	42.6	745- 899	[illegible]
8450	CRIMINAL JUSTICE SPECIALIST I Z	36.9	570- 688	2	38.8	622- 752	1353-1636
8452	CRIMINAL JUSTICE SPECIALIST II Z	43.3	769- 929	0	45.2	842-1018	[illegible]
8454	CRIMINAL JUSTICE SPECIALIST III Z	46.6	899-1088	0	48.5	984-1191	2140-2590
8464	ASST SECRETARY, COUNTY PAROLE COMM	36.9	570- 688	1	38.8	622- 752	1353-1636
8470	EXEC DIRECTOR, COUNTY PAROLE COMM Z	49.5	1032-1249	1	51.4	1131-1368	2460-2975

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 214

9144 TRANSIT SERVICE INSPECTOR

1979-80 SALARY SCHEDULE 41.3 APPROX $1525 - $1673 - $1840 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	73	1525	1673	1840		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
SANTA CLARA COUNTY	21	1708	1892	2076	39,732	40.0	12	YES	NO	12	YES	YES	9.6%	$ 42.00- 77.00		10-16-21-22
A.C. TRANSIT	50	1592	1670	1748	83,500	40.0	10	YES	NO	12	YES	YES	16.2%	$ 69.00- 69.00		10-15-20-25
BAY AREA RAPID TRANSIT	10	2222	2222	2222	22,220	40.0	11	YES	YES	12	YES	YES	10.8%	$ 73.00-103.00		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	7	1507	1696	1884	11,872	40.0	11	YES	YES	12	YES	YES	11.0%	$ 60.00-134.00		15-15-20-30
TOTALS ... 4	78	.....			135,104											
FLAT RATE TOTALS	10	.....			22,220											
COMBINED TOTAL	88															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1732 *
* RATE RANGE 1559 TO 1905 *

WEIGHTED AVERAGE OF THE FLAT RATES 2222 TO 2222

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1634 TO 1941 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9144 TRANSIT SERVICE INSPECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED RATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. MO. SALARY
9130	TRANSIT SCHEDULE MAKER.....		42.5	742- 895	8	43.6	781- 943	1699-2051
9134	TRANSIT SCHEDULE SUPERVISOR.....		44.6	818- 989	1	45.7	862-1042	1875-2266
9136	TRANSIT TRAFFIC SUPERINTENDENT.....	Z	50.0	1057-1279	1	51.1	1114-1349	2423-2934
* 9146	TRANSIT SERVICE INSPECTOR.....		41.3	701- 846	73	42.4	738- 891	1605-1938
9150	TRANSIT CONTROL DISPATCHER.....		42.3	735- 887	11	43.4	773- 934	1681-2031
9152	TRANSIT CONTROL ASST CHIEF INSPECTOR....		43.5	777- 938	3	44.6	818- 989	1779-2151
9154	TRANSIT CONTROL CHIEF INSPECTOR.....		44.6	818- 989	1	45.7	862-1042	1875-2266
9155	CLAIMS INVESTIGATOR.....		43.5	777- 938	12	44.6	818- 989	1779-2151
9156	SENIOR CLAIMS INVESTIGATOR.....		44.6	818- 989	2	45.7	862-1042	1875-2266
9157	CLAIMS ADJUSTER.....		44.6	818- 989	5	45.7	862-1042	1875-2266
9158	ASSISTANT CLAIMS AGENT.....	Z	46.8	908-1099	1	47.9	[illegible]	[illegible]
9159	GENERAL CLAIMS AGENT.....	Z	53.7	1261-1528	1	54.8	1329-1611	[illegible]
9160	ASSISTANT TRANSIT DISPATCHER.....		40.9	688- 830	23	42.0	724- 878	1575-1908
9162	DAY TRANSIT DISPATCHER.....		42.5	742- 895	9	43.6	781- 943	1699-2051
9168	SAFETY INSTRUCTOR, PUC.....		44.1	800- 966	1	45.2	842-1018	[illegible]
9170	TRANSIT OPERATING INSTRUCTOR.....		42.3	735- 887	15	43.4	773- 934	[illegible]
9171	SENIOR TRANSIT OPERATING INSTRUCTOR.....		44.1	800- 966	1	45.2	842-1018	[illegible]
9172	SAFETY AND TRAINING SUPERVISOR, PUC.....	Z	45.6	858-1037	1	46.7	903-1093	[illegible]
9176	SCHOOL TRANSPORTATION SCHEDULER.....		35.4	531- 641	7	36.5	560- 674	[illegible]
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	46.6	899-1088	1	47.7	947-1147	[illegible]
9179	ASST TRANSPORTATION DIVISION SUPT.....	Z	44.1	800- 966	4	45.2	842-1018	[illegible]
9180	TRANSPORTATION DIVISION SUPT.....	Z	45.1	830-1013	5	46.2	[illegible]	1920-2347
9181	METRO OPERATIONS MANAGER.....	Z	46.8	908-1099	0	47.9	[illegible]	[illegible]
9182	TRANSPORTATION ASST SUPERINTENDENT.....	Z	47.3	929-1125	3	48.4	[illegible]	2129-2577
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	53.7	1261-1528	0	54.8	1329-1611	[illegible]
9184	TRANSPORTATION SUPERINTENDENT.....	Z	52.2	1174-1421	1	53.3	[illegible]	2690-3260
9185	DEPUTY GEN MGR, OPER AND ADMIN MUNI RWY.	Z	53.7	1261-1528	0	54.8	1329-1611	2891-3504
9187	CABLE CAR DIVISION MANAGER, MUNI RAILWAY	Z	47.3	929-1125	1	48.4	979-1185	2129-2577
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....	Z	51.8	1152-1394	0	52.9	[illegible]	2640-3197
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		53.7	1261-1528	0	54.8	1329-1611	2891-3504
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z		1011-1011	0		1067-1067	
9194	TRANSIT SCHEDULE ANALYST.....		44.6	818- 989	0	45.7	862-1042	[illegible]

NUMBER OF CLASSES THIS BENCHMARK..... [illegible]
NUMBER OF POSITIONS THIS BENCHMARK..... 191

9220 AIRPORT OPERATIONS SUPERVISOR

1979-80 SALARY SCHEDULE 44.1 APPROX $1740 - $1910 - $2101 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	10	1740	1910	2101		40.0	13	NO	NO	13	NO	YES	*	$ 40 - 40		10-15-20-20
CONTRA COSTA COUNTY	1	1418	1571	1724	1,571	40.0	12	YES	NO	12	YES	YES	14.0%	$ 63.00-110.00		15-15-20-35
CITY OF SAN JOSE	1	1670	1842	2014	1,842	40.0	11	YES	NO	12	YES	NO	20.0%	$ 42.00- 99.00		10-15-20-20
PORT OF OAKLAND	9	1927	2041	2155	18,369	40.0	13	NO	YES	12	YES	NO	14.5%	$ 31.00- 85.00		10-15*20-25
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	1	1765	2040	2314	2,040	40.0	11	NO	NO	12	NO	NO	6.7%	$ 48.00- 95.00		10-15-20-20
CITY OF LOS ANGELES	1	1837	2060	2283	2,060	40.0	11	NO	NO	12	YES	NO	15.9%	$ 58.00- 85.00		10-15-20-20
CITY OF LOS ANGELES	9	2055	2305	2554	20,745	40.0	11	NO	NO	12	YES	NO	15.9%	$ 58.00- 85.00		10-15-20-20
TOTALS ... 5	22	.....			46,627											

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*                                                               *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2119    *
*                          R A T E   R A N G E    1907  TO  2331 *
*                                                               *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1980 - 1981
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR *

CLASS	CLASS TITLE - DESCRIPTION	1979-80 SCHEDULE NUMBER	1979-80 BI-WEEKLY SALARY	1979-80 BUD POS	1980-81 RECOMMENDED DATES SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 APPROX. NO. SALARY
5285	AIRPORT NOISE ABATEMENT OFFICER..... Z	48.3	975-1180	1	50.4	1078-1304	2345-2836
9212	AIR FIELD SAFETY OFFICER.....	39.0	628- 758	23	41.1	694- 838	1509-1823
* 9220	AIRPORT OPERATIONS SUPERVISOR.....	44.1	800- 966	10	46.2	882-1067	1918-2321
9222	AIRPORT OPERATIONS COORDINATOR..... Z	46.2	882-1067	1	48.3	975-1180	2121-2567
9226	AIRPORT OPERATIONS SUPERINTENDENT..... Z	49.1	1013-1226	1	51.2	1120-1355	2436-2947
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT Z	51.4	1131-1368	1	53.5	1249-1513	2717-3291
9258	AIRPORT ASST GEN MGR, BUSINESS ADMIN.... Z	51.8	1152-1394	1	53.9	1273-1543	2769-3356
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL Z	51.4	1131-1368	1	53.5	1249-1513	2717-3291
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR Z		1862-1862	1		2058-2058	

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 40

GRAND TOTAL NUMBER OF CLASSES..... 1576
GRAND TOTAL NUMBER OF POSITIONS..... 19024

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San Francisco Civil Service Commission

151 City Hall

fiscal year 1981-1982

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SALARY and WAGE SURVEY
and
STAFF RECOMMENDATIONS

Applicable to Employees in Classes Governed by the Provisions of Charter Sections
8.400, 8.401 and 8.407

January 5, 1981

SALARY SURVEY REPORT

1981 - 82

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 61 "benchmark" classifications by the Civil Service Commission Staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Richmond, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

NOTE: The data included in this report were compiled prior to January 1, 1981. Before completion of the 1981-82 salary setting process changes or updating of data will be presented to the Civil Service Commission for its consideration and recommendation for final submission and report to the Board of Supervisors.

There are approximately 26,797 permanent positions established in the City and County service, exclusive of certificated personnel in the Board of Education, and including Police and Fire Department personnel. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,401	20,908	Rates set in accordance with generally prevailing wages for like service and working conditions in private employment and in other comparable governmental organizations in State of California. Charter Sections 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	2,069	Rates set yearly, average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $10.175 per hour..... (monthly equivalent $1770.)
Police and Fire	30	3,459	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405.02 Police Officer and H2 Firefighter $1702 to $1970 per month.

Type of Employment	No. of Classes	No. of Positions	Method
Municipal and Superior Courts	51	357	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic pay rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilize flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. the number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark to arrive at

4. the minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

FRINGE BENEFITS

The fringe benefits of other agencies shown in this report are informational only, were obtained from the Charter Section 8.407 Public Agencies and from the 1980 Wage and Fringe Benefit Survey prepared by the League of California Cities and County Supervisors Association of California. The following information relates to the fringe benefits listed on each benchmark page.

ALAMEDA COUNTY

Work Week - Most employees work a 37.5-hour work week. However, management employees, hospital employees, craft employees and deputy sheriffs work a 40-hour work week.

CITY OF SUNNYVALE

Sick Days - A maximum allowance of 90 days per illness.

SAN MATEO TRANSIT

Vacation and Sick Days - Combined in one policy: After one year, 20 days; after five years, 26 days; maximum, 26 days.

LOS ANGELES COUNTY

Retirement - County retirement contribution is based upon the date the employee is hired as follows:

Prior to 8/1/77	-	20.48%
8/1/77 through 8/31/78	-	9.73%
9/1/78 through 4/30/79	-	7.97%
4/30/79 to date	-	7.44%

1630	ACCOUNT CLERK.....		1444	9
1650	ACCOUNTANT.....	Z	1650	12
1638	ACCOUNTING MACHINE OPERATOR.....		1444	9
1810	ACTUARIAL CLERK.....		1444	9
1816	ACTUARY.....	Z	1650	12
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	1840	18
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	1000	1
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	17
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	1840	17
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	1840	17
1822	ADMINISTRATIVE ANALYST.....	Z	1840	17
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR....	Z	1840	18
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR...	Z	1650	12
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	1840	18
2660	ADMINISTRATIVE CHEF.....	Z	2604	32
2581	ADMINISTRATIVE CORONER.....		1000	1
5174	ADMINISTRATIVE ENGINEER.....	Z	5204	46
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z	1840	17
1528	ADMINISTRATIVE SECRETARY.....		1444	9
9380	ADMINISTRATIVE SERVICE OFFICER, PORT....	Z	1650	12
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	1840	18
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	1000	1
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	54
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	1840	17
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	1000	1
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	2996	38
1235	AFFIRMATIVE ACTION COORDINATOR.....		1242	5
1233	AFFIRMATIVE ACTION SPECIALIST.....		1242	5
3484	AGRICULTURAL DIVISION LAND AGENT.....	Z	4261	45
3450	AGRICULTURAL INSPECTOR.....		3450	41
3460	AGRICULTURAL INSTRUCTOR.....		7514	63
9212	AIRFIELD SAFETY OFFICER.....		9220	75
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	75
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	75
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	75
9202	AIRPORT COMMUNICATIONS OPERATOR.....		8238	69
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		8238	69
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...		2708	34
9255	AIRPORT ECONOMIC PLANNER.....	Z	9220	75
9241	AIRPORT ELECTRICIAN SUPERVISOR.....		7345	56
9240	AIRPORT ELECTRICIAN.....		7345	56
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	7355	59
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	7355	59
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....		7334	53
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	75
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	75
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	75
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	75
9215	AIRPORT POLICE LIEUTENANT.....		8204	67
9210	AIRPORT POLICE OFFICER.....		8204	67

9211	AIRPORT POLICE SERGEANT.....		8204	67
9206	AIRPORT PROPERTY SPECIALIST I.....		4261	45
9207	AIRPORT PROPERTY SPECIALIST II.....		4261	45
2526	AMBULANCE DRIVER.....		2312	24
2330	ANESTHETIST.....		2320	25
3320	ANIMAL KEEPER.....		7514	63
7332A	APPRENTICE MAINTENANCE MACHINIST.....		7381	60
7334A	APPRENTICE STATIONARY ENGINEER.....		7334	53
7372A	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	53
3506	AQUARIST.....		7514	63
3512	AQUARIUM EXHIBIT PREPARATOR.....		7514	63
3516	AQUATIC COLLECTOR.....	Z	7514	63
3130	ARBORETUM DIRECTOR.....	Z	7514	63
5268	ARCHITECT.....	Z	5204	47
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	46
5260	ARCHITECTURAL ASSISTANT I.....		5204	47
5261	ARCHITECTURAL ASSISTANT II.....		5204	47
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	47
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	47
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE..		7344	54
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	63
8222	ARMORED TRUCK GUARD.....		8204	67
7301	ARMORED TRUCK OPERATOR.....		8204	67
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	63
7404	ASPHALT FINISHER.....		7514	64
7221	ASPHALT PLANT SUPERVISOR I.....		7355	59
7502	ASPHALT WORKER.....		7514	64
4202	ASSESSMENT CLERK.....		1444	10
4290	ASSESSOR.....	Z	1000	3
5192	ASSIGNMENT TO DIRECTOR OF PUBLIC WORKS..		1840	18
1814	ASSISTANT ACTUARY.....	Z	1650	12
3216	ASSISTANT AQUATICS SUPERVISOR.....		3284	39
4370	ASSISTANT CASHIER, TAX COLLECTOR.....		1444	10
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	66
8183	ASSISTANT CHIEF ATTORNEY II.....	Z	8176	66
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	18
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	45
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	65
5122	ASSISTANT CITY ARCHITECT.....	Z	5204	46
3643	ASSISTANT CITY ARCHIVIST.....	Z	3630	44
3668	ASSISTANT CITY LIBRARIAN.....	Z	1000	3
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	46
9153	ASSISTANT CLAIMS AGENT.....	Z	9144	74
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	8
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	65
1672	ASSISTANT CONTROLLER.....	Z	1000	1
2650	ASSISTANT COOK.....		2604	32
8316	ASSISTANT COURIER.....		8320	72
1136	ASSISTANT COURT CLERK.....	Z	1000	1
8112	ASSISTANT COURT CLERK.....		1444	10

8260	ASSISTANT CRIMINALIST.....	Z	8260	70
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	18
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	18
3586	ASSISTANT DIRECTOR FOR EDUCATION.....	Z	3542	42
2116	ASSISTANT DIRECTOR MEDICAL RECORDS.....	Z	1444	9
2366	ASSISTANT DIRECTOR OF NURSES, LHH.....	Z	2320	25
2368	ASSISTANT DIRECTOR OF NURSES, SFGH.....	Z	2320	25
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION.	Z	2320	25
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	1000	3
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	63
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	1000	1
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	72
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	72
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	5
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	47
3410	ASSISTANT GARDENER.....		7514	63
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	1840	17
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	1000	1
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	34
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	63
2819	ASSISTANT HEALTH EDUCATOR.....	Z	2320	25
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	47
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	1840	17
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	47
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	73
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	5
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	55
1950	ASSISTANT PURCHASER.....	Z	1952	22
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	39
2275	ASSISTANT RESIDENT I.....	Z	9910	76
2277	ASSISTANT RESIDENT II.....	Z	9910	76
2279	ASSISTANT RESIDENT III.....	Z	9910	76
2281	ASSISTANT RESIDENT IV.....	Z	9910	76
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1650	12
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	5
6208	ASSISTANT SEWER SAFETY INSPECTOR.....		6120	52
8315	ASSISTANT SHERIFF.....	Z	8304	71
1932	ASSISTANT STOREKEEPER.....		1934	21
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	39
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	10
9960	ASSISTANT TO PROFESSIONALS.....		9910	76
2456	ASSISTANT TOXICOLOGIST.....	Z	2486	29
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	47
9160	ASSISTANT TRANSIT DISPATCHER.....		9144	74
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	47
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		1242	5
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	1000	1
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	49
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	5204	46
1826	ASSOCIATE BUDGET ANALYST.....	Z	1650	12

5206	ASSOCIATE CIVIL ENGINEER.....	Z	5204	46
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	47
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	46
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	47
1491	ASSOCIATE REGISTRAR, SFCCD.....	Z	1840	17
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	47
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	47
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	47
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	1000	3
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	65
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	1650	12
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	1000	3
4263	ASST CHIEF TECHNICAL SERVICES, ASSESSOR.	Z	4261	45
6127	ASST CHIEF, BUR OF ENVIRON HEALTH SERV..	Z	6120	52
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	14
1856	ASST CONTROL SUPERVISOR, EDP.....		1720	13
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	50
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	50
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1840	18
3583	ASST DIRECTOR FOR ADMINSTRATION, MUSEUMS.	Z	1840	18
5106	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	1840	18
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	1000	2
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	63
3208	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	39
2969	ASST DIRECTOR, SHE SERVICES PROGRAMS....	Z	2910	37
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	1000	2
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	5
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	46
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	46
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	55
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1650	12
1885	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	1000	1
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	1000	1
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	1000	3
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	1000	2
7292	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	54
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	1000	1
3088	ASST RECREATION DIRECTOR (PART TIME)....		3284	39
9595	ASST RENTAL MANAGER, PORT OF SF.....		4261	45
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	73
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	46
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7344	54
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7345	56
9364	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7344	54
3466	ASST SUPT, PARKS MAINTN AND FACILITIES.	Z	7514	63
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	46
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	6
1348	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	6
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1840	17
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1000	1

9179	ASST TRANSPORTATION DIVISION SUPT.....	Z	9144	74
R 54	ATHLETIC ATTENDANT.....		3284	39
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	66
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	66
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	66
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	21
2538	AUDIOMETRIST.....	Z	2556	30
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	60
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	60
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	60
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	60
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	60
7313	AUTOMOTIVE MACHINIST.....		7381	60
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	60
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	60
7301	AUTOMOTIVE MECHANIC.....		7381	60
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	61
7410	AUTOMOTIVE SERVICE WORKER.....		7381	60
7312	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	60
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	60
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	24
2652	BAKER.....		2604	32
7303	BARBER.....		2312	24
3206	BEACH LIFEGUARD.....		3284	39
7324	BEAUTICIAN.....		2312	24
7305	BLACKSMITH.....		7381	60
7414	BLACKSMITH'S FINISHER.....		7381	61
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	15
1740	BLUEPRINTING MACHINE OPERATOR.....		1760	15
6236	BOILER INSPECTOR.....		7347	58
9312	BOND AND COUPON SUPERVISOR.....		1444	10
7416	BOOK REPAIRER.....		3630	44
1436	BRAILLIST.....		1444	8
7307	BRICKLAYER.....		7514	64
7420	BRIDGETENDER.....		7334	53
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	53
8207	BUILDING AND GROUNDS PATROL OFFICER.....		8204	67
5217	BUILDING CODE ANALYST.....	Z	5204	46
6331	BUILDING INSPECTOR.....	Z	7344	54
5214	BUILDING PLANS ENGINEER.....	Z	5204	46
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..		7334	53
1632	BUSINESS MANAGER, CITY COLLEGE.....	Z	1650	12
6336	BUSINESS MANAGER, JUVENILE COURT.....	Z	1650	12
3104	BUSINESS MANAGER, REC AND PARK DEPT.....	Z	1650	12
9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1650	12
9187	CABLE CAR DIVISION MANAGER, MUNI RAILWAY	Z	9144	74
7223	CABLE MACHINERY SUPERVISOR.....		7334	53
7275	CABLE SPLICER SUPERVISOR I.....		7345	55
7308	CABLE SPLICER.....		7345	55
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	9

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R101	CAMP ASSISTANT.....		3284	39
R102	CAMP MANAGER.....		3284	39
7224	CAR AND AUTO PAINTER SUPERVISOR I.....		7346	57
7309	CAR AND AUTO PAINTER.....		7346	57
7226	CARPENTER SUPERVISOR I.....		7344	54
7272	CARPENTER SUPERVISOR II.....		7344	54
7344	CARPENTER.....		7344	54
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	1840	18
4320	CASHIER I.....		1444	10
4321	CASHIER II.....		1444	10
4322	CASHIER III.....		1444	10
4372	CASHIER, TAX COLLECTOR.....		1444	10
7211	CEMENT MASON SUPERVISOR II.....		7514	63
7311	CEMENT MASON.....		7514	64
2394	CENTRAL PROCESSING AND DISTR SUPV.....		2320	25
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		2312	24
7312	CHAUFFEUR.....		7355	59
0 1	CHAUFFEUR, PASSENGER.....		7355	59
2656	CHEF.....		2604	32
1653	CHIEF ACCOUNTANT.....	Z	1650	12
1102	CHIEF ADMINISTRATIVE OFFICER.....	Z	1000	1
8436	CHIEF ADULT PROBATION OFFICER.....	Z	1000	4
4269	CHIEF APPRAISER.....	Z	4261	45
4082	CHIEF ASSISTANT ASSESSOR.....	Z	1000	3
[illegible]	CHIEF ASSISTANT CONTROLLER.....	Z	1000	1
4384	CHIEF ASSISTANT TREASURER.....	Z	1000	2
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	1000	1
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	8176	66
8184	CHIEF ATTORNEY II.....	Z	8176	66
8334	CHIEF BUILDING INSPECTOR.....	Z	7344	54
1410	CHIEF CLERK.....	Z	1444	7
2578	CHIEF CLINICAL PSYCHOLOGIST.....	Z	2574	31
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	1000	1
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	9
8314	CHIEF DEPUTY SHERIFF.....	Z	8304	71
2626	CHIEF DIETITIAN.....	Z	2624	33
8140	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	8146	65
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	7345	55
8316	CHIEF FIRE ALARM DISPATCHER.....		8238	69
9379	CHIEF HARBOR ENGINEER.....	Z	5204	49
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....		1444	10
1115	CHIEF INVESTMENT OFFICER.....	Z	1840	17
[illegible]	CHIEF LIBRARIAN.....	Z	3630	44
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	1000	3
[illegible]	CHIEF MICROBIOLOGIST.....	Z	2444	27
8238	CHIEF MUSEUM GUARD.....		8204	67
3535	CHIEF MUSEUM PREPARATOR.....		3542	42
3930	CHIEF NURSERY SPECIALIST.....	Z	7514	63
2344	CHIEF OF SURGERY NURSES.....	Z	2320	25
1866	CHIEF OF SYSTEMS.....	Z	1872	20

1279	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	5
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR...	Z	4261	45
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	7
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	1650	12
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	58
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	1000	4
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	37
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	2486	29
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	26
2283	CHIEF RESIDENT.....	Z	9910	76
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR.	Z	6120	52
7205	CHIEF STATIONARY ENGINEER.....		7334	53
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	53
5216	CHIEF SURVEYOR.....	Z	5204	46
1710	CHIEF TELEPHONE OPERATOR.....		8238	69
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	11
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	46
7204	CHIEF WATER SERVICE INSPECTOR.....		7347	58
2357	CHIEF WHARFINGER.....	Z	1444	11
9384	CHIEF, BUR OF ADMIN FINANCE, PORT.....		1650	12
6126	CHIEF, BUR OF ENVIRONMENTAL HEALTH SERV.	Z	6120	52
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8204	67
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	2320	25
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....		1840	18
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	12
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	5204	46
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	65
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	37
4328	CHIEF, PARKING METER COLLECTIONS.....		1444	10
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	37
2940	CHILD WELFARE WORKER.....	Z	2910	37
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	32
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	32
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	50
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	2996	38
5124	CITY ARCHITECT.....	Z	5204	46
3644	CITY ARCHIVIST.....	Z	3630	44
8197	CITY ATTORNEY.....	Z	1000	3
3592	CITY COLLEGE READER.....	Z	3593	43
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	5204	46
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	5204	46
3670	CITY LIBRARIAN.....	Z	1000	3
5328	CITY PLANNING GRAPHICS AIDE.....		5204	48
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		5204	48
5276	CITY PLANNING INTERN.....	Z	5278	50
7277	CITY SHOPS ASST SUPERINTENDENT.....		7381	60
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7381	60
5208	CIVIL ENGINEER.....	Z	5204	46
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	48
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	48

5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	48
9157	CLAIMS ADJUSTER.....		9144	74
9155	CLAIMS INVESTIGATOR.....		9144	74
1474	CLAIMS PROCESS CLERK.....		1444	8
8156	CLAIMS RECORDS SUPERVISOR.....		1444	10
1494	CLERK I.....		1444	8
1495	CLERK II.....		1444	8
1496	CLERK III.....		1444	9
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	1000	1
1444	CLERK STENOGRAPHER.....		1444	8
1424	CLERK TYPIST.....		1444	7
1404	CLERK.....		1444	7
2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	27
2323	CLINICAL NURSE SPECIALIST.....		2320	25
2454	CLINICAL PHARMACIST.....		2450	28
2574	CLINICAL PSYCHOLOGIST.....	Z	2574	31
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	1000	3
1948	CODING SUPERVISOR, PURCHASING DEPT.....		1934	21
4366	COLLECTION SUPERVISOR, WATER DEPT.....		1444	10
4306	COLLECTIONS CLERK.....		1444	10
3591	COLLEGE AIDE.....		3593	43
4310	COMMERCIAL DIV ASST SUPERVISOR.....	Z	1444	10
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1444	7
1118	COMMERCIAL DIVISION MANAGER.....	Z	1444	7
4311	COMMERCIAL DIVISION SUPERVISOR.....	Z	1444	10
9396	COMMERCIAL PROPERTY MANAGER.....	Z	4261	45
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	55
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	55
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	6
9976	COMMUNITY RELATIONS SPECIALIST SFUSD....	Z	3593	43
2987	COMMUNITY REP, OFFICE OF THE AGING.....		2910	37
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	37
9971	COMMUNITY WORKER.....		2910	37
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	65
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	14
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	14
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	14
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	20
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	14
1734	COMPUTER OPERATOR I.....		1736	14
1736	COMPUTER OPERATOR II.....		1736	14
1731	COMPUTER OPERATOR TRAINEE.....		1736	14
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	9
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	9
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	9
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	9
8134	CONFIDENTIAL CRIME REPORTER.....		1444	10
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	17
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	17
1516	CONFIDENTIAL SECRETARY TO SUPT, SFCCD...		1444	9

1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	17
1523	CONFINDENTIAL SECRETARY TO THE C.A.O....	Z	1444	9
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7344	54
6318	CONSTRUCTION INSPECTOR.....		5204	48
1330	CONSUMER RELATIONS REP.....	Z	1314	6
1670	CONSUMERS ACCOUNTS SUPERVISOR.....	Z	1444	9
8154	CONSUMMER MEDIATION REPRESENTATIVE.....		8146	65
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	2996	38
2978	CONTRACT COMPLIANCE OFFICER II.....		2996	38
1853	CONTROL CLERK, EDP.....		1720	13
1858	CONTROL SUPERVISOR, EDP.....		1720	13
1682	CONTROLLER.....	Z	1000	1
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	66
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	45
4132	CONVENTION FACILITIES MANAGER.....	Z	4261	45
2654	COOK.....		2604	32
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	32
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	32
5405	COORD PROG MONITOR, CITY DEMONSTR AGENCY	Z	5278	50
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	50
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	44
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	44
1135	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	1000	1
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	2996	38
5414	COORDINATOR, OPEN SPACE & PK RENOVATION.	Z	5278	50
1517	COPY READER.....	Z	5278	50
8524	CORONER'S ESTATE INVESTIGATOR.....		8146	65
8580	CORONER'S INVESTIGATOR.....		8146	65
5370	COST ESTIMATOR.....		5204	48
8318	COUNSELOR II.....	Z	8320	72
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	8320	72
8320	COUNSELOR-JUVENILE HALL.....	Z	8320	72
1142	COUNTY CLERK.....	Z	1000	1
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	73
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	73
8138	COURT REPORTER.....		1444	10
8152	COURT ROOM CLERK.....		1444	7
3860	CRAFTS INSTRUCTOR.....	Z	3864	39
7423	CRIBBER ASSISTANT SUPERVISOR.....		7514	64
7422	CRIBBER.....		7514	64
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	73
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	73
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8440	73
8262	CRIMINALIST.....	Z	8260	70
2344	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	2320	25
3541	CURATOR I.....	Z	3542	42
3542	CURATOR II.....	Z	3542	42
3544	CURATOR III.....	Z	3542	42
3546	CURATOR IV.....	Z	3542	42
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	3264	39

3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM...	Z	3284	40
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	7514	63
3547	CURATOR V.....	Z	3542	42
3540	CURATORIAL AIDE.....		3542	42
Y 14	CURATORIAL ASSISTANT.....		3542	42
2716	CUSTODIAL ASSISTANT SUPERVISOR.....		2708	34
2718	CUSTODIAL SUPERVISOR I.....		2708	34
2708	CUSTODIAN.....		2708	34
3238	DANCE INSTRUCTOR.....	Z	3284	39
1720	DATA ENTRY OPERATOR.....		1720	13
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	20
9162	DAY TRANSIT DISPATCHER.....		9144	74
9334	DECKHAND, TUGS AND DREDGES.....		7355	59
2202	DENTAL AIDE.....		2426	26
2204	DENTAL HIGIENIST.....		2426	26
2210	DENTIST.....	Z	2230	23
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	1000	2
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		1000	3
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		1000	2
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		1000	2
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z	1000	3
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	1000	2
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	1242	5
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	1242	5
2897	DEPUTY DIR FOR FHUD PLAN DEV. RES. EVAL.		1000	1
8194	DEPUTY DIR. MAYOR'S CRIM JUSTICE COUNCIL	Z	1000	3
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		1000	3
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	1000	3
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		1000	1
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CHHS.	Z	1000	3
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	1000	3
5115	DEPUTY DIRECTOR OF PLANNING.....		1000	3
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	1000	2
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	1000	2
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	1000	2
5111	DEPUTY FOR DEVELOPMENT.....	Z	1040	18
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		1000	2
9188	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	1000	2
9186	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	1000	2
9183	DEPUTY PORT DIRECTOR.....	Z	1840	18
8304	DEPUTY SHERIFF.....		8304	71
5183	DEPUTY SUPT. BUILDING INSPECTION.....	Z	5204	46
4375	DEPUTY TAX ADMINISTRATOR.....	Z	1000	2
9337	DIESEL TUGBOAT OPERATOR.....		7355	59
2624	DIETITIAN.....	Z	2624	33
2552	DIR OF ACTIVITIES THERAPY AND VOC REHAB..	Z	2556	30
2958	DIR, VOCATIONAL DEVELOPM AND TRAINING.	Z	2910	37
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	1000	3
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	17
9278	DIRECTOR OF AIRPORTS.....	Z	1000	2

4207	DIRECTOR OF ASSESSMENT SERVICES.....	Z	4261	45
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	23
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	1000	3
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	2624	33
1168	DIRECTOR OF HEALTH.....	Z	1000	2
1857	DIRECTOR OF INFORMATION.....	Z	1314	6
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	8320	72
2369	DIRECTOR OF NURSES, LHH.....	Z	2320	25
2370	DIRECTOR OF NURSES, SFGH.....	Z	2320	25
5116	DIRECTOR OF PLANNING.....	Z	1000	3
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....	Z	9144	74
4150	DIRECTOR OF PROPERTY.....	Z	1000	3
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	Z	2320	25
5190	DIRECTOR OF PUBLIC WORKS.....	Z	1000	3
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	1000	2
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	10
9177	DIRECTOR OF SYSTEMS SAFETY.....		9144	74
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	1242	5
1234	DIRECTOR OF TRAINING.....	Z	1242	5
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	1840	18
2988	DIRECTOR, AGING PROGRAM.....	Z	1000	1
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	8320	72
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	1242	5
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	9220	75
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	1000	2
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	2230	23
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	1000	2
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	8176	66
2936	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	1000	3
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD...	Z	5204	46
2118	DIRECTOR, MEDICAL RECORDS.....	Z	1444	9
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	1242	5
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	2444	27
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	2910	37
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	1000	2
1896	DIRECTOR, WELFARE AUDITS.....	Z	1650	12
2806	DISEASE CONTROL INVESTIGATOR.....	Z	6120	52
8190	DISTRICT ATTORNEY.....	Z	1000	3
8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	8146	65
2234	DISTRICT HEALTH OFFICER.....	Z	2230	23
1278	DIVISION MANAGER, PERSONNEL.....	Z	1242	5
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	5204	46
5359	DRAFTING TECHNICIAN TRAINEE.....		9910	76
3240	DRAMA INSTRUCTOR.....	Z	3284	39
9340	DREDGING SUPERVISOR.....		7355	59
C101	DRESSING ROOM ATTENDANT.....		2708	34
7424	DRYER-MIXER OPERATOR.....		7355	59
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	2996	38
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....		1444	8
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	7345	55

7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	7345	55
1403	ELECTIONS CLERK.....		1444	7
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.		1444	8
1475	ELECTIONS PLANNING SUPERVISOR.....	Z	1444	8
1414	ELECTIONS SUPERVISOR.....		1444	7
1471	ELECTIONS WORKER.....		1444	8
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....		7381	60
7319	ELECTRIC MOTOR REPAIRER.....		7381	60
5240	ELECTRICAL ENGINEER.....	Z	5204	47
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		5204	48
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		5204	48
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		5204	48
6248	ELECTRICAL INSPECTOR.....	Z	7345	55
7432	ELECTRICAL LINE HELPER.....		7345	55
7338	ELECTRICAL LINE WORKER.....		7345	55
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	60
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...		7381	60
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....		7381	60
7379	ELECTRICAL TRANSIT MECHANIC.....		7381	60
7409	ELECTRICAL TRANSIT SERVICE WORKER.....		7381	60
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....		7381	60
7238	ELECTRICIAN SUPERVISOR I.....		7345	55
7276	ELECTRICIAN SUPERVISOR II.....		7345	55
7345	ELECTRICIAN.....		7345	55
2480	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	26
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	26
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	26
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	55
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	55
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	55
7321	ELEVATOR MECHANIC.....		7334	53
7426	ELEVATOR OPERATOR.....		8204	67
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	2903	36
2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	36
2903	ELIGIBILITY WORKER.....		2903	36
2130	EMERGENCY HOSPITAL SERV ASST SUPT.....	Z	2312	24
2130	EMERGENCY HOSPITAL SERV SUPT.....	Z	2312	24
8247	EMERGENCY PLANNING COORDINATOR.....	Z	1000	2
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	2574	31
5366	ENGINEERING AIDE, PORT.....		5204	49
5366	ENGINEERING ASSOCIATE II.....		5204	48
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	6120	52
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	50
1405	EQUALIZATION CLERK.....		1444	7
1445	EQUALIZATION CLERK-STENOGRAPHER.....		1444	8
1425	EQUALIZATION CLERK-TYPIST.....		1444	8
1427	EQUALIZATION RECORDS CONTROL CLERK.....		1444	8
8230	ESTATE INVESTIGATOR.....	Z	8146	65
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	3284	39
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	17

1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	1840	17
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	1000	1
2103	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	1840	18
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	1000	1
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	1000	3
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	73
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	1000	1
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1840	18
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	17
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	18
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	17
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	1000	1
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	1000	1
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	5204	46
1845	EXECUTIVE REPRESENTATIVE.....		1840	17
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	1444	9
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	1650	12
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	8146	65
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	8146	65
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	8146	65
9114	FARE COLLECTIONS CASHIER.....		1444	11
9110	FARE COLLECTIONS RECEIVER.....		1444	11
9112	FARE COLLECTIONS TELLER.....		1444	11
3402	FARMER.....		7514	63
3480	FARMERS MARKET MANAGER.....		1840	18
7560	FIELD CONSERVATION AIDE.....		9910	76
7562	FIELD CONSERVATION LEADER.....		7514	64
7566	FIELD CONSERVATION SUPERINTENDENT.....		7514	64
7564	FIELD CONSERVATION SUPERVISOR II.....		7514	64
1914	FILM SERVICE TECHNICIAN.....		1934	21
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	1650	12
1487	FINANCIAL AIDS ASSISTANT.....		2903	36
1679	FINANCIAL REPORTS SPECIALIST.....	Z	1650	12
8249	FINGERPRINT TECHNICIAN I.....		8260	70
8250	FINGERPRINT TECHNICIAN II.....		8260	70
8251	FINGERPRINT TECHNICIAN III.....		8260	70
8234	FIRE ALARM DISPATCHER.....		8238	69
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		7347	58
7323	FIRE DEPT WATER SYSTEM ASST SUPV.....		7347	58
5215	FIRE PROTECTION ENGINEER.....	Z	5204	46
9980	FIRE SAFETY TECHNICIAN.....		8204	67
2661	FOOD SERVICE ADMINISTRATOR.....	Z	2604	32
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	2624	33
2618	FOOD SERVICE SUPERVISOR.....		2604	32
2604	FOOD SERVICE WORKER.....		2604	32
9346	FUSION WELDER.....		7347	58
3418	GARDENER ASSISTANT SUPERVISOR.....		7514	63
3418	GARDENER.....		7514	63
9144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	1000	2
7130	GEN SUPERINTENDENT, FACILITIES MAINT....	Z	7345	55

9159	GENERAL CLAIMS AGENT.....	Z	9144	74
8222	GENERAL CLERK.....		1444	7
8408	GENERAL CLERK-STENOGRAPHER.....		1444	7
8512	GENERAL CLERK-TYPIST.....		1444	7
7215	GENERAL LABORER SUPERVISOR I.....		7514	63
7514	GENERAL LABORER.....		7514	64
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	1000	1
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	1000	2
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	1000	3
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	1840	18
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	1000	2
1292	GENERAL MANAGER, PERSONNEL.....	Z	1000	1
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	1000	3
2786	GENERAL SERVICES MANAGER.....		2708	34
2742	GENERAL SERVICES SUPERVISOR.....		2708	34
7325	GENERAL UTILITY MECHANIC.....		7381	60
7233	GLAZIER SUPERVISOR I.....		7344	54
7326	GLAZIER.....		7344	54
3226	GOLF COURSE STARTER.....		3284	39
3230	GOLF DIRECTOR.....	Z	3284	39
7327	GRANITE CUTTER.....		7514	64
5322	GRAPHIC ARTIST.....		5204	48
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...		9910	76
2546	HANDICRAFT INSTRUCTOR.....		2556	30
9550	HARBOR POLICE OFFICER.....		8204	67
1656	HEAD ACCOUNTANT.....	Z	1650	12
9242	HEAD AIRPORT ELECTRICIAN.....		7345	56
3324	HEAD ANIMAL KEEPER.....		7514	63
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	66
9336	HEAD DREDGE LEVER OPERATOR.....		7355	59
7351	HEAD MEAT CUTTER.....		2604	32
2322	HEAD NURSE.....		2320	25
2342	HEAD NURSE, SURGERY.....	Z	2320	25
8210	HEAD PARK PATROL OFFICER.....		8204	67
1774	HEAD PHOTOGRAPHER.....		1770	16
2119	HEALTH CARE ANALYST.....	Z	1840	17
1635	HEALTH CARE BILLING CLERK I.....		1444	9
1636	HEALTH CARE BILLING CLERK II.....		1444	9
2801	HEALTH EDUCATOR.....	Z	2320	25
2589	HEALTH PROGRAM COORDINATOR I.....	Z	2312	24
2591	HEALTH PROGRAM COORDINATOR II.....	Z	2312	24
2593	HEALTH PROGRAM COORDINATOR III.....	Z	2312	24
1813	HEALTH PROGRAM PLANNER.....	Z	2574	31
2565	HEALTH WORKER I.....		2312	24
2566	HEALTH WORKER II.....		2312	24
2587	HEALTH WORKER III.....		2312	24
2588	HEALTH WORKER IV.....		2312	24
6236	HEAT AND VENTILATION INSPECTOR.....		7334	53
7188	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	7355	59
7298	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	7355	59

7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		7381	60
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER..	Z	5204	46
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	5204	46
2420	HISTOLOGY TECHNICIAN.....		2312	24
7428	HODCARRIER.....		7514	64
2994	HOMEMAKER.....		2910	37
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	1840	18
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	1840	18
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	1840	18
2908	HOSPITAL ELIGIBILITY WORKER.....		2903	36
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		2903	36
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z	6120	52
2706	HOUSEKEEPER.....		2708	34
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	5204	48
7520	INCINERATOR OPERATOR.....		2708	34
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	65
2504	INHALATION THERAPIST.....		2556	30
3424	INSECTICIDE SPRAY OPERATOR.....		7514	63
6220	INSPECTOR OF WEIGHTS AND MEASURES.....		3450	41
7524	INSTITUTION UTILITY WORKER.....		2708	34
2120	INSTITUTIONAL ADMITTING OFFICER.....		2312	24
8206	INSTITUTIONAL POLICE CAPTAIN.....		8204	67
8209	INSTITUTIONAL POLICE LIEUTENANT.....	Z	8204	67
8204	INSTITUTIONAL POLICE OFFICER.....		8204	67
8205	INSTITUTIONAL POLICE SERGEANT.....		8204	67
3593	INSTRUCTIONAL AIDE I.....		3593	43
3594	INSTRUCTIONAL AIDE II.....		3593	43
2350	INSTRUCTOR OF NURSING.....	Z	2320	25
5110	INTERGOVERNMENTAL AFFAIRS COORDINATOR...	Z	5278	50
2273	INTERNE.....	Z	9910	76
1920	INVENTORY CLERK.....		1444	9
4334	INVESTIGATOR, TAX COLLECTOR.....		1444	10
3404	JAIL FARM SUPERVISOR.....		7514	63
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	34
2720	JANITORIAL SERVICES SUPERVISOR.....		2708	34
1626	JUNIOR ACCOUNT CLERK.....		1444	9
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	1840	17
5202	JUNIOR CIVIL ENGINEER.....	Z	5204	46
1442	JUNIOR CLERK STENOGRAPHER.....		1444	8
1422	JUNIOR CLERK TYPIST.....		1444	7
1402	JUNIOR CLERK.....		1444	7
5234	JUNIOR ELECTRICAL ENGINEER.....	Z	5204	47
1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	1840	17
5250	JUNIOR MECHANICAL ENGINEER.....	Z	5204	47
5205	JUNIOR MUSEUM DIRECTOR.....	Z	3284	39
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	2486	29
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	5204	47
3406	LAND USE AIDE.....	Z	4261	45
5274	LANDSCAPE ARCHITECT.....	Z	5204	47
3440	LANDSCAPING AND STREET PLANTING SUPV....		7514	63

2782	LAUNDRY SUPERINTENDENT.....		2760	35
2780	LAUNDRY WORKER SUPERVISOR.....		2760	35
2760	LAUNDRY WORKER.....		2760	35
8160	LAW CLERK.....		1444	7
8173	LEGAL ASSISTANT.....		1444	10
8106	LEGAL PROCESS CLERK.....		1444	10
1458	LEGAL STENOGRAPHER.....		1444	8
8118	LEGISLATION CLERK.....		1444	10
8116	LEGISLATIVE CALENDAR CLERK.....		1444	10
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	8
3630	LIBRARIAN I.....	Z	3630	44
3632B	LIBRARIAN II ASIAN ART.....	Z	3630	44
3632A	LIBRARIAN II FINE ARTS.....	Z	3630	44
3632	LIBRARIAN II.....	Z	3630	44
3634	LIBRARIAN III.....	Z	3630	44
3610	LIBRARY ASSISTANT.....		3630	44
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		3630	44
3602	LIBRARY PAGE.....		3630	44
3616	LIBRARY TECHNICAL ASSISTANT I.....		3630	44
3618	LIBRARY TECHNICAL ASSISTANT II.....		3630	44
4336	LICENSE BUREAU ASSISTANT SUPERVISOR.....		1444	10
2312	LICENSED VOCATIONAL NURSE.....		2312	24
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		5204	49
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		7345	55
4130	LIME INSPECTOR.....	Z	7345	55
3202	LOCKER ROOM ATTENDANT.....		3284	39
7036	LOCKSMITH SUPERVISOR I.....		7344	54
7342	LOCKSMITH.....		7344	54
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7381	60
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	15
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	54
7104	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	54
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....		7344	54
7434	MAINTENANCE MACHINIST HELPER.....		7381	61
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7381	60
7332	MAINTENANCE MACHINIST.....		7381	60
1815	MANAGEMENT AIDE.....		1040	17
1805	MANAGEMENT ANALYST.....	Z	1040	17
1844	MANAGEMENT ASSISTANT.....	Z	1040	17
9373	MANAGER OF MARKETING.....	Z	1314	6
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	20
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z	1040	17
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	1000	2
1898	MANAGER, DATA PROCESSING, SFUSD.....	Z	1000	1
4124	MANAGING DIR.WAR MEM.PERFORM ARTS CTR...	Z	1000	2
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	1000	2
9202	MANPOWER SPECIALIST I.....	Z	1242	5
9204	MANPOWER SPECIALIST II.....	Z	1242	5
9206	MANPOWER SPECIALIST III.....	Z	1242	5
9208	MANPOWER SPECIALIST IV.....	Z	1242	5

3232	MARINA ASSISTANT MANAGER.....		8204	67
3234	MARINA MANAGER.....		8204	67
4250	MARINE APPRAISER.....	Z	4261	45
9335	MARINE FIRE AND BOILER OPERATOR.....		7355	59
9333	MARINE PATROL OFFICER.....		8204	67
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	1840	18
1924	MATERIALS AND SUPPLIES SUPERVISOR.....		1934	21
5304	MATERIALS TESTING AIDE.....		5204	48
5305	MATERIALS TESTING TECHNICIAN.....		5204	48
1190	MAYOR.....	Z	1000	1
1848	MAYOR'S PROGRAM CONSULTANT.....	Z	1840	17
1849	MAYOR'S PROGRAM MANAGER.....	Z	1840	17
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z	1650	12
7350	MEAT CUTTER.....		2604	32
6309	MECHANICAL CONSTRUCTION INSPECTOR.....		5204	48
5256	MECHANICAL ENGINEER.....	Z	5204	47
5342	MECHANICAL ENGINEERING ASSISTANT I.....		5204	48
5344	MECHANICAL ENGINEERING ASSISTANT II.....		5204	48
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		5204	48
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		7381	60
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	2230	23
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....		1444	10
8170	MEDICAL CLAIMS SUPERVISOR.....	Z	1444	10
1464	MEDICAL CLERK STENOGRAPHER.....		1444	8
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	1000	2
2430	MEDICAL EXAMINATIONS ASSISTANT.....		2426	26
3658	MEDICAL LIBRARIAN.....	Z	3630	44
2110	MEDICAL RECORDS CLERK.....		1444	9
3650	MEDICAL RECORDS LIBRARIAN.....		1444	9
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...		1444	9
2112	MEDICAL RECORDS TECHNICIAN.....		1444	9
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	2910	37
2920	MEDICAL SOCIAL WORKER.....	Z	2910	37
2528	MEDICAL STEWARD.....		2312	24
1440	MEDICAL TRANSCRIBER TYPIST.....		1444	8
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		1840	17
2823	MENTAL HEALTH EDUCATOR.....	Z	2320	25
1490	MESSAGE CENTER SUPERVISOR.....		1444	8
7389	METALSMITH.....		7381	60
1466	METER READER.....		1444	8
9181	METRO OPERATIONS MANAGER.....	Z	9144	74
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	6
2462	MICROBIOLOGIST.....	Z	2444	27
1750	MICROPHOTO TECHNICIAN.....		1760	15
2520	MORGUE ATTENDANT.....		2312	24
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		7514	63
3268	MUNICIPAL STADIUMS MANAGER.....	Z	1840	18
8218	MUNICIPAL TRANSIT POLICE OFFICER.....	Z	8204	67
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	42
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	42

3526	MUSEUM CONSERVATOR ASSISTANT.....		3542	42
3528	MUSEUM CONSERVATOR.....		3542	42
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....		3542	42
3550	MUSEUM EXHIBITION DESIGNER.....	Z	3542	42
8226	MUSEUM GUARD.....		8204	67
3534	MUSEUM PHOTOGRAPHER.....		1770	16
3520	MUSEUM PREPARATOR.....		3542	42
3556	MUSEUM REGISTRAR.....		3542	42
8231	MUSEUM SERVICES CO-ORDINATOR.....	Z	8204	67
8423	NEIGHBORHOOD COORDINATOR.....	Z	8440	73
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....		9910	76
2328	NURSE PRACTITIONER.....		2320	25
3428	NURSERY SPECIALIST.....		7514	63
2324	NURSING SUPERVISOR.....	Z	2320	25
2326	NURSING SUPERVISOR, PSYCHIATRIC.....	Z	2320	25
2846	NUTRITIONIST.....	Z	2624	33
2548	OCCUPATIONAL THERAPIST.....	Z	2556	30
1760	OFFSET MACHINE OPERATOR.....		1760	15
7328	OPERATING ENGINEER, UNIVERSAL		7355	59
2340	OPERATING ROOM NURSE.....		2320	25
2310	OPERATING ROOM TECHNICIAN.....		2312	24
1829	OPERATIONS ANALYST.....	Z	1840	17
2561	OPTOMETRIST.....		2556	30
3080	ORCHESTRA INSTRUCTOR.....	Z	3084	39
2301	ORDERLY TRAINEE.....		2312	24
2302	ORDERLY.....		2312	24
[illegible]	ORGANIST.....		3084	39
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....		7344	54
7395	ORNAMENTAL IRON WORKER.....		7344	54
2514	ORTHOPEDIC TECHNICIAN I.....		2312	24
2515	ORTHOPEDIC TECHNICIAN II.....		2312	24
7042	PAINTER SUPERVISOR I.....		7346	57
7078	PAINTER SUPERVISOR II.....		7346	57
7346	PAINTER.....		7346	57
8098	PARK PATROL OFFICER.....		8204	67
3402	PARK SECTION SUPERVISOR.....		7514	63
8014	PARKING CONTROL OFFICER.....		8214	68
4326	PARKING METER COLLECTION SUPERVISOR.....		1444	10
4324	PARKING METER COLLECTOR.....		1444	10
7043	PARKING METER REPAIRER SUPERVISOR I.....		7384	62
7444	PARKING METER REPAIRER.....		7384	62
3350	PARKS SUPERINTENDENT.....	Z	1000	3
1437	PATIENT ACCOUNTS CLERK.....		1444	9
1444	PATIENT ACCOUNTS MANAGER.....	Z	1444	9
1443	PATIENT ACCOUNTS SUPERVISOR.....		1444	9
7358	PATTERNMAKER.....		7344	54
1229	PAYROLL CLERK.....		1444	7
1218	PAYROLL SUPERVISOR.....	Z	1444	7
4239	PERSONAL PROPERTY AUDITOR.....	Z	1650	12
1242	PERSONNEL ANALYST.....	Z	1242	5

1202	PERSONNEL CLERK.....		1444	7
1201	PERSONNEL TECHNICAN TRAINEE.....		1242	5
2450	PHARMACIST.....	Z	2450	28
2406	PHARMACY HELPER.....		2312	24
2409	PHARMACY TECHNICIAN.....		2312	24
1772	PHOTO-LITHOGRAPHER.....		1760	15
1770	PHOTOGRAPHER.....		1770	16
3258	PHOTOGRAPHY DIRECTOR.....	Z	3284	39
3256	PHOTOGRAPHY INSTRUCTOR.....	Z	3284	39
2556	PHYSICAL THERAPIST.....	Z	2556	30
2554	PHYSICAL THERAPY AIDE.....		2556	30
2230	PHYSICIAN SPECIALIST.....	Z	2230	23
2220	PHYSICIAN.....	Z	2230	23
3248	PIANIST.....	Z	3284	39
7359	PIANO TUNER.....		3284	40
9330	PILE WORKER.....		7344	54
9331	PILEDRIVER ENGINE OPERATOR.....		7355	59
9332	PILEDRIVER SUPERVISOR I.....		7344	54
7360	PIPE WELDER.....		7347	58
6262	PLAN CHECKER (ARCHITECTURAL).....		5204	48
6264	PLAN CHECKER (ENGINEERING).....		5204	48
5277	PLANNER I.....	Z	5278	50
5278	PLANNER II.....	Z	5278	50
5292	PLANNER III (ZONING).....	Z	5278	50
5298	PLANNER III ENVIRONMENTAL REVIEW.....	Z	5278	50
5280	PLANNER III.....	Z	5278	50
5280A	PLANNER III, ADMINISTRATIVE.....	Z	5278	50
5280C	PLANNER III, TRANSPORTATION.....	Z	5278	50
5280B	PLANNER III, URBAN DESIGN.....	Z	5278	50
5294	PLANNER IV (ZONING).....	Z	5278	50
5299	PLANNER IV ENVIRONMENTAL REVIEW.....	Z	5278	50
5282	PLANNER IV.....	Z	5278	50
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST..	Z	5278	50
5282A	PLANNER IV, URBAN SYSTEMS ANALYST.....	Z	5278	50
5297	PLANNER V (ZONING).....	Z	5278	50
5283	PLANNER V, URBAN DESIGN.....	Z	5278	50
5412	PLANNING COORDINATOR.....	Z	5278	50
7361	PLASTERER.....		7514	64
7213	PLUMBER SUPERVISOR I.....		7347	58
7239	PLUMBER SUPERVISOR II.....		7347	58
7347	PLUMBER.....		7347	58
6242	PLUMBING INSPECTOR.....	Z	7347	58
8274	POLICE CADET.....		8214	68
8238	POLICE COMMUNICATIONS DISPATCHER.....		8238	69
8213	POLICE SERVICES AIDE.....		8214	68
1803	POLICE STATISTICAL CLERK.....		1444	9
3208	POOL LIFEGUARD.....		3284	39
9397	PORT DEVELOPMENT CONSULTANT.....		5278	50
9389	PORT TRAFFIC ANALYST.....	Z	1840	18
9387	PORT TRAFFIC MANAGER.....	Z	1840	18

2738	PORTER ASSISTANT SUPERVISOR.....		2708	34
2740	PORTER SUPERVISOR I.....		2708	34
2736	PORTER.....		2708	34
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		7345	55
7128	POWER HOUSE SUPERINTENDENT.....	Z	7345	55
7244	POWER PLANT SUPERVISOR I.....		7345	55
7279	POWERHOUSE ELECTRICIAN SUPV II.....		7345	55
7363	POWERHOUSE ELECTRICIAN.....		7345	55
7364	POWERHOUSE OPERATOR.....		7345	55
1634	PRINCIPAL ACCOUNT CLERK.....		1444	9
1654	PRINCIPAL ACCOUNTANT.....	Z	1650	12
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	1840	17
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	45
5273	PRINCIPAL ARCHITECT.....	Z	5204	47
5212	PRINCIPAL CIVIL ENGINEER.....	Z	5204	46
1450	PRINCIPAL CLERK STENOGRAPHER.....		1444	8
1408	PRINCIPAL CLERK.....		1444	7
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	6120	52
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....		1444	11
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	10
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	8
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	42
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	7
4074	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	1650	12
1242	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	5
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	65
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	45
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	39
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	45
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	8
1726	PRINCIPAL TABULATING MACHINE OPERATOR...		1720	13
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	7
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	47
1480	PRINCIPAL WATER SERVICES CLERK.....		1444	8
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	66
8419	PRISONER SERVICES COUNSELOR.....	Z	8440	73
8401	PROBATION ASSISTANT.....		8440	73
8400	PROBATION OFFICER TRAINEE.....	Z	8440	73
8403	PROBATION OFFICER.....	Z	8440	73
8183	PROCESS SERVER.....		1444	10
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	51
3895	PROGRAM CHIEF, CMHS.....		1000	3
3894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	1000	3
9461	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	50
9463	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	50
1879	PROGRAMMER ANALYST TRAINEE.....	Z	1872	20
1872	PROGRAMMER ANALYST.....	Z	1872	20
3850	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z	9910	76
8475	PROJECT COORDINATOR, SAFE.....	Z	8440	73
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	20

6336	PROPERTY REHABILITATION MANAGER.....	Z	7344	54
A170	PROPERTY STAGE HAND.....		7344	54
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	8146	65
2304	PSYCHIATRIC ORDERLY.....		2312	24
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	37
2305	PSYCHIATRIC TECHNICIAN.....		2312	24
1126	PUBLIC ADMINISTRATOR.....	Z	1000	1
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	1000	2
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	1000	2
8196	PUBLIC DEFENDER.....	Z	1000	3
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	65
2486	PUBLIC HEALTH CHEMIST.....	Z	2486	29
2830	PUBLIC HEALTH NURSE.....	Z	2320	25
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	2320	25
1312	PUBLIC INFORMATION OFFICER.....	Z	1314	6
1310	PUBLIC RELATIONS ASSISTANT.....		1444	7
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	6
1314	PUBLIC RELATIONS REPRESENTATIVE	Z	1314	6
1341	PUBLIC SERVICE ASSISTANT.....		1444	7
9910	PUBLIC SERVICE TRAINEE.....		9910	76
9940	PUBLIC WORKS AIDE.....		7514	64
1952	PURCHASER.....	Z	1952	22
1954	PURCHASER, PRINTING.....	Z	1952	22
5535	RADIO ANNOUNCER - OPERATOR.....		5204	46
5246	RADIO ENGINEER.....	Z	5204	47
7367	RADIO TECHNICIAN.....		5204	48
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	26
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	26
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	26
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	26
2240	RADIOLOGIST.....	Z	2230	23
4256	REAL ESTATE ANALYST.....	Z	4261	45
4261T	REAL PROPERTY APPRAISER TRAINEE.....		4261	45
4261	REAL PROPERTY APPRAISER.....	Z	4261	45
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	45
3284	RECREATION DIRECTOR.....	Z	3284	39
3294	RECREATION SUPERINTENDENT.....	Z	1000	3
3289	RECREATION SUPERVISOR.....	Z	3284	39
6233	REFRIGERATOR INSPECTOR.....		7334	53
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	1314	6
2320	REGISTERED NURSE.....		2320	25
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	1000	1
2566	REHABILITATION COUNSELOR.....	Z	2910	37
8420	REHABILITATION SERVICES COORDINATOR.....	Z	8440	73
4110	RENTAL PROPERTY SUPERVISOR.....	Z	4261	45
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	2996	38
1763	REPRODUCTION SUPERVISOR I.....		1760	15
1802	RESEARCH ASSISTANT.....	Z	1650	12
2575	RESEARCH PSYCHOLOGIST.....	Z	2574	31
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	6120	52

1813	RETIREMENT ANALYST.....	Z	1650	12
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	1000	1
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	8146	65
4108	RIDES ATTENDANT HELPER.....		3284	39
3306	RIDES ATTENDANT.....		3284	40
7370	RIGGER.....		7514	64
4140	RIGHT-OF-WAY AGENT.....	Z	4261	45
6102	RODENT CONTROL TECHNICIAN.....		6120	52
9344	ROOFER SUPERVISOR I.....		7344	54
9343	ROOFER.....		7344	54
9172	SAFETY AND TRAINING SUPERVISOR, PUC.....	Z	9144	74
9168	SAFETY INSTRUCTOR, PUC.....		9144	74
5177	SAFETY OFFICER.....	Z	5204	46
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	1314	6
5248	SANITARY ENGINEER.....	Z	5204	47
6106	SANITARY ENGINEERING TECHNICIAN.....		2486	29
3595	SCHOOL AIDE I.....		3593	43
3597	SCHOOL AIDE II.....		3593	43
3598	SCHOOL AIDE III.....		3593	43
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	5204	47
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	5204	48
8201	SCHOOL CROSSING GUARD.....		8204	67
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..		2708	34
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.		2708	34
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...		2708	34
2727	SCHOOL CUSTODIAN SUPERVISOR I.....		2708	34
2709	SCHOOL CUSTODIAN.....		2708	34
5279	SCHOOL FACILITIES NEEDS ANALYST.....	Z	5278	50
5295	SCHOOL FACILITIES PLANNER.....	Z	5278	50
7550	SCHOOL FURNITURE SERVICE WORKER.....		1934	21
3474	SCHOOL GROUNDS SUPERVISOR.....		7514	63
7209	SCHOOL HEATING AND VENTILATION SUPV.....		7334	53
2636	SCHOOL LUNCHROOM AREA SUPERVISOR.....	Z	2624	33
2630	SCHOOL LUNCHROOM COOK.....		2604	32
2615	SCHOOL LUNCHROOM HELPER.....		2604	32
8203	SCHOOL PATROL AIDE.....		8204	67
3281	SCHOOL RECREATION AIDE.....		3284	39
1908	SCHOOL SUPPLIES ANALYST.....	Z	1952	22
9176	SCHOOL TRANSPORTATION SCHEDULER.....		9144	74
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	9144	74
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...		1934	21
1939	SCHOOL WAREHOUSE SUPERVISOR.....	Z	1934	21
8174	SECRETARY, AIRPORTS COMMISSION.....	Z	1840	18
1546	SECRETARY, COMMISSION ON THE AGING.....	Z	1444	9
1540	SECRETARY, FIRE COMMISSION.....	Z	1840	17
1544	SECRETARY, LIBRARY COMMISSION.....	Z	1840	17
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	1840	17
4331	SECURITY ANALYST.....	Z	1840	18
9174	SECURITY CHIEF, MUNICIPAL RAILWAY.....	Z	8204	67
8202	SECURITY GUARD.....		8204	67

1632	SENIOR ACCOUNT CLERK.....		1444	9
1652	SENIOR ACCOUNTANT.....	Z	1650	12
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....		1444	9
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	1840	17
9213	SENIOR AIRFIELD SAFETY OFFICER.....		9220	75
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.		8238	69
3321	SENIOR ANIMAL KEEPER.....		7514	63
3508	SENIOR AQUARIST.....		7514	63
5270	SENIOR ARCHITECT.....	Z	5204	47
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	1650	12
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	8176	66
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		1760	15
6238	SENIOR BOILER INSPECTOR.....		7347	58
7418	SENIOR BOOK REPAIRER.....		3630	44
6333	SENIOR BUILDING INSPECTOR.....	Z	7344	54
1217	SENIOR CERTIFICATION CLERK.....		1444	7
2942	SENIOR CHILD WELFARE WORKER.....	Z	2910	37
5210	SENIOR CIVIL ENGINEER.....	Z	5204	46
9156	SENIOR CLAIMS INVESTIGATOR.....		9144	74
1476	SENIOR CLAIMS PROCESS CLERK.....		1444	8
1446	SENIOR CLERK STENOGRAPHER.....		1444	8
1426	SENIOR CLERK TYPIST.....		1444	8
1406	SENIOR CLERK.....		1444	7
8412	SENIOR CLERK-STENOGRAPHER.....		1444	7
8516	SENIOR CLERK-TYPIST.....		1444	7
4338	SENIOR COLLECTIONS CLERK.....		1444	10
1737	SENIOR COMPUTER OPERATOR.....		1736	14
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		1444	10
1855	SENIOR CONTROL CLERK, EDP.....		1720	13
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	8320	72
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	8320	72
1721	SENIOR DATA ENTRY OPERATOR.....		1720	13
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	1242	5
8306	SENIOR DEPUTY SHERIFF.....		8304	71
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	6120	52
5242	SENIOR ELECTRICAL ENGINEER.....	Z	5204	47
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	55
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	26
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	36
2905	SENIOR ELIGIBILITY WORKER.....		2903	36
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	6120	52
1407	SENIOR EQUALIZATION CLERK.....		1444	7
9116	SENIOR FARE COLLECTIONS RECEIVER.....		1444	11
1915	SENIOR FILM SERVICE TECHNICIAN.....		1934	21
2619	SENIOR FOOD SERVICE SUPERVISOR.....		2604	32
2606	SENIOR FOOD SERVICE WORKER.....		2604	32
7330	SENIOR GENERAL UTILITY MECHANIC.....		7381	60
2825	SENIOR HEALTH EDUCATOR.....	Z	2320	25
2820	SENIOR HEALTH PROGRAM PLANNER.....		2574	31
1922	SENIOR INVENTORY CLERK.....		1444	9

8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY..	Z	8146	65
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....		1444	10
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	5204	47
2770	SENIOR LAUNDRY WORKER.....		2760	35
8164	SENIOR LAW CLERK.....		1444	7
8108	SENIOR LEGAL PROCESS CLERK.....		1444	10
1460	SENIOR LEGAL STENOGRAPHER.....		1444	8
8120	SENIOR LEGISLATION CLERK.....	Z	1444	10
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	1840	17
4252	SENIOR MARINE APPRAISER.....	Z	4261	45
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	21
5258	SENIOR MECHANICAL ENGINEER.....	Z	5204	47
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	2910	37
2530	SENIOR MEDICAL STEWARD.....		2312	24
2464	SENIOR MICROBIOLOGIST.....	Z	2444	27
1752	SENIOR MICROPHOTO TECHNICIAN.....		1760	15
2522	SENIOR MORGUE ATTENDANT.....		2312	24
8208	SENIOR MUSEUM GUARD.....		8204	67
3522	SENIOR MUSEUM PREPARATOR.....		3542	42
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	8440	73
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	2556	30
1762	SENIOR OFFSET MACHINE OPERATOR.....		1760	15
1120	SENIOR ORDERLY.....		2312	24
1402	SENIOR PAYROLL AND PERSONNEL CLERK.....		1444	7
4[illegible]	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	1650	12
1244	SENIOR PERSONNEL ANALYST.....	Z	1242	5
1404	SENIOR PERSONNEL CLERK.....		1444	7
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z	2450	28
2452	SENIOR PHARMACIST, SF GEN HOSPITAL.....	Z	2450	28
2403	SENIOR PHARMACY HELPER.....		2312	24
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	3284	39
2556	SENIOR PHYSICAL THERAPIST.....	Z	2556	30
2232	SENIOR PHYSICIAN SPECIALIST.....	Z	2230	23
2222	SENIOR PHYSICIAN.....	Z	2230	23
5264	SENIOR PLAN CHECKER.....	Z	5204	48
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.		8238	69
7345	SENIOR POWERHOUSE OPERATOR.....		7345	55
8442	SENIOR PROBATION OFFICER.....	Z	8440	73
1872	SENIOR PROGRAMMER ANALYST.....	Z	1872	20
2306	SENIOR PSYCHIATRIC ORDERLY.....		2312	24
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	2910	37
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		8146	65
2402	SENIOR PUBLIC HEALTH CHEMIST.....	Z	2406	29
1956	SENIOR PURCHASER.....	Z	1952	22
7368	SENIOR RADIO TECHNICIAN.....		5204	48
4265	SENIOR REAL PROPERTY APPRAISER.....	Z	4261	45
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR	Z	6120	52
4142	SENIOR RIGHT-OF-WAY AGENT.....	Z	4261	45
6104	SENIOR RODENT CONTROL TECHNICIAN.....		6120	52
5249	SENIOR SANITARY ENGINEER.....	Z	5204	47

2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	2486	29
2774	SENIOR SEWING TECHNICIAN.....		2760	35
7451	SENIOR SHADE AND DRAPERY WORKER.....		2708	34
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	2910	37
2912	SENIOR SOCIAL WORKER.....	Z	2910	37
1875	SENIOR SOFTWARE ANALYST.....	Z	1872	20
7335	SENIOR STATIONARY ENGINEER.....		7334	53
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	53
1806	SENIOR STATISTICIAN.....	Z	1650	12
1936	SENIOR STOREKEEPER.....		1934	21
6231	SENIOR STREET INSPECTOR.....		5204	48
5219	SENIOR STRUCTURAL ENGINEER.....	Z	5204	47
3214	SENIOR SWIMMING INSTRUCTOR.....		3286	39
1657	SENIOR SYSTEMS ACCOUNTANT.....	Z	1650	12
1724	SENIOR TABULATING MACHINE OPERATOR.....		1720	13
1834	SENIOR TAPE LIBRARIAN.....		1720	13
1708	SENIOR TELEPHONE OPERATOR.....		8238	69
1228	SENIOR TESTING TECHNICIAN.....		1444	7
1214	SENIOR TIMEROLL AUDIT CLERK.....		1444	7
5232	SENIOR TRAFFIC ENGINEER.....	Z	5204	47
1432	SENIOR TRANSCRIBER TYPIST.....		1444	8
9124	SENIOR TRANSIT INFORMATION CLERK.....		1444	11
9171	SENIOR TRANSIT OPERATING INSTRUCTOR.....		9144	74
9128	SENIOR TRANSIT TRAFFIC CHECKER.....		1444	11
7385	SENIOR TYPEWRITER REPAIRER.....		7384	62
2472	SENIOR WATER CHEMIST.....	Z	2486	29
7317	SENIOR WATER SERVICE INSPECTOR.....		7347	58
1478	SENIOR WATER SERVICES CLERK.....		1444	8
8220	SERGEANT-AT-ARMS.....	Z	8204	67
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	5204	46
7448	SEWER CLEANER.....		7514	64
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	7514	64
7246	SEWER REPAIR SUPERVISOR II.....		7514	63
6216	SEWER SAFETY INSPECTOR.....		6120	52
7449	SEWER SERVICE WORKER.....		7347	58
7383	SEWING MACHINE REPAIRER.....		7384	62
2772	SEWING TECHNICIAN.....		2760	35
7450	SHADE AND DRAPERY WORKER.....		2708	34
7452	SHADE WORKER.....		2708	34
9345	SHEET METAL SUPERVISOR I.....		7344	54
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	54
7376	SHEET METAL WORKER.....		7344	54
8350	SHERIFF.....	Z	1000	3
8312	SHERIFF'S CAPTAIN.....		8304	71
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	71
8310	SHERIFF'S LIEUTENANT.....		8304	71
8301	SHERIFF'S PROPERTY KEEPER.....		8304	71
8308	SHERIFF'S SERGEANT.....		8304	71
9197	SIGNAL AND SYSTEMS ENGINEER.....		5204	49
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....	Z	7345	55

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2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	37
2904	SOCIAL SERVICE TECHNICIAN.....		2910	37
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	37
2906	SOCIAL WORKER TRAINEE.....	Z	2910	37
2910	SOCIAL WORKER.....	Z	2910	37
1873	SOFTWARE ANALYST.....	Z	1872	20
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	7
5406	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	5278	50
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	5278	50
G 58.1	SPECIAL EXAMINER.....		1242	5
P103	SPECIAL NURSE.....		9910	76
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		2996	38
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		2996	38
9720	SPECIALIST IN AGING I.....	Z	2996	38
9722	SPECIALIST IN AGING II.....	Z	2996	38
9724	SPECIALIST IN AGING III.....	Z	2996	38
2542	SPEECH PATHOLOGIST.....	Z	2556	30
2392	SR CENTRAL PROCESSING AND DISTR TECH....		2312	24
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	27
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	49
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY..	Z	5278	51
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	1000	4
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	8440	73
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	20
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	20
3310	STABLE ATTENDANT.....		7514	63
9733	STAFF AIDE I, SPECIAL PROJECT.....	Z	1840	18
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1840	18
9998	STAFF AIDE, CETA.....		9910	76
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1840	18
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1840	18
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1840	19
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1840	19
9742	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1840	19
9743	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1840	19
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1840	19
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1840	19
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1840	19
9750	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1840	19
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1840	19
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1840	19
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1840	19
7371	STAGE CARPENTER.....		7344	54
8816	STAGE DOOR ATTENDANT.....		8204	67
7377	STAGE ELECTRICIAN.....		7345	55
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	11
8817	STATION OFFICER.....		8304	71
7334	STATIONARY ENGINEER.....		7334	53
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	53
1804	STATISTICIAN.....	Z	1650	12

7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	58
7248	STEAMFITTER SUPERVISOR II.....		7347	58
7348	STEAMFITTER.....		7347	58
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS.		1444	8
1452	STENOGRAPHIC SECRETARY.....		1444	8
2502	STERILIZER OPERATOR.....		2312	24
1934	STOREKEEPER.....		1934	21
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	21
1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	21
5365	STREET ASSESSMENT COORDINATOR.....		4261	45
7530	STREET CLEANER.....		7514	64
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	1000	2
5170	STREET CLEANING AND PLANTING SUPT.....	Z	7514	63
7281	STREET CLEANING SUPERVISOR II.....		7514	64
6232	STREET INSPECTION SUPERVISOR.....		5204	48
6230	STREET INSPECTOR.....		5204	48
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	1000	2
5172	STREET REPAIR SUPERINTENDENT.....	Z	1000	2
7282	STREET REPAIR SUPERVISOR II.....		7355	59
5218	STRUCTURAL ENGINEER.....	Z	5204	46
1400	STUDENT AIDE, NYC.....		9910	76
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1840	18
5380	STUDENT ENGINEERING TRAINEE I.....		5204	48
5381	STUDENT ENGINEERING TRAINEE II.....		5204	48
5382	STUDENT ENGINEERING TRAINEE III.....		5204	48
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7344	54
M270	SUPERINTENDENT, MACH SHOP AND EQUIP,PUC.	Z	7381	60
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	73
1497	SUPERVISING CLERK I.....		1444	9
1498	SUPERVISING CLERK II.....		1444	9
1499	SUPERVISING CLERK III.....		1444	9
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	31
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	8320	72
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	13
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	55
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		1650	12
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	23
2832	SUPERVISING PUBLIC HEALTH NURSE.....	Z	2320	25
1958	SUPERVISING PURCHASER.....	Z	1952	22
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	26
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	26
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	20
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.		1444	11
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		9910	76
7261	SUPERVISOR OF MAINTENANCE, SFUSD.....		7344	54
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	47
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	47
2608	SUPPLY ROOM ATTENDENT.....		2604	32
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	46
7152	SUPT OF MAINTENANCE, MUNI RAILWAY.....	Z	7381	60

5149	SUPT OF WATER TREATMENT FACILITIES.....		7334	53
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH..	Z	2230	23
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	73
5314	SURVEY PARTY CHIEF.....		5204	48
5312	SURVEYOR.....		5204	48
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	48
3212	SWIMMING INSTRUCTOR.....		3284	39
3204	SWIMMING POOL CASHIER - CLERK.....		3284	39
7458	SWITCH REPAIRER.....		7514	64
1655	SYSTEMS ACCOUNTANT.....	Z	1650	12
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	20
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	20
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	20
9173	SYSTEMS SAFETY INSPECTOR.....		9144	74
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ...	Z	1872	20
1728	TABULATING DIVISION SUPERVISORS.....	Z	1720	13
1833	TAPE LIBRARIAN, EDP.....		1720	13
4374	TAX ADMINISTRATOR.....	Z	1000	2
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		5204	48
6272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		8204	67
2447	TECH INSTRUCT ASST, CHEMISTRY.....		2486	29
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		1736	14
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		5204	48
3590	TECH INSTRUCT ASST, ENGLISH READER.....	Z	3593	43
1484	TECH INSTRUCT ASST, EVALUATION TECHNICIA	Z	1444	8
3559	TECH INSTRUCT ASST, GUIDANCE AIDE.....		3593	43
3531	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	3630	44
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..		3284	40
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	Z	3284	40
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO	Z	3284	39
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		3284	39
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	49
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		2486	29
1469	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		1444	8
1669	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		1872	20
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	55
1706	TELEPHONE OPERATOR.....		8238	69
1646	TELEPROCESSING TECHNICIAN.....		1736	14
9661	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	75
1227	TESTING TECHNICIAN.....		1444	7
7378	TILE SETTER.....		7344	54
1212	TIMEROLL AUDIT CLERK.....		1444	7
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	21
2458	TOXICOLOGIST.....	Z	2230	23
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	64
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	64
7540	TRACK MAINTENANCE WORKER.....		7514	64
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7384	62
8215	TRAFFIC CONTROL OFFICER.....		8214	68
5230	TRAFFIC ENGINEER.....	Z	5204	47

8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	8440	73
7454	TRAFFIC SIGNAL OPERATOR.....		8214	68
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	10
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	47
1237	TRAINING COORDINATOR.....	Z	1242	5
1232	TRAINING OFFICER.....	Z	1242	5
1430	TRANSCRIBER TYPIST.....		1444	8
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	61
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	61
9102	TRANSIT CAR CLEANER.....		7381	61
9154	TRANSIT CONTROL CHIEF INSPECTOR.....	Z	9144	74
9150	TRANSIT CONTROL DISPATCHER.....		9144	74
9152	TRANSIT CONTROL SUPERVISOR.....		9144	74
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	9144	74
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	49
9122	TRANSIT INFORMATION CLERK.....		1444	11
9170	TRANSIT OPERATING INSTRUCTOR.....		9144	74
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7346	57
5287	TRANSIT PLANNER I.....	Z	5278	50
5288	TRANSIT PLANNER II.....	Z	5278	50
5289	TRANSIT PLANNER III.....	Z	5278	50
5290	TRANSIT PLANNER IV.....	Z	5278	50
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	55
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	55
9118	TRANSIT REVENUE SUPERVISOR.....		1444	11
9194	TRANSIT SCHEDULE ANALYST.....		9144	74
9130	TRANSIT SCHEDULE MAKER.....		9144	74
9134	TRANSIT SCHEDULE SUPERVISOR.....		9144	74
9144	TRANSIT SERVICE INSPECTOR.....		9144	74
9126	TRANSIT TRAFFIC CHECKER.....		1444	11
9136	TRANSIT TRAFFIC SUPERINTENDENT.....	Z	9144	74
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	55
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	55
9182	TRANSPORTATION ASST SUPERINTENDENT.....	Z	9144	74
9180	TRANSPORTATION DIVISION SUPT.....	Z	9144	74
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR	Z	7381	60
9184	TRANSPORTATION SUPERINTENDENT.....	Z	9144	74
4390	TREASURER.....	Z	1000	2
3434	TREE TOPPER.....		7514	63
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	66
7355	TRUCK DRIVER.....		7355	59
7384	TYPEWRITER REPAIRER.....		7384	62
8348	UNDERSHERIFF.....	Z	1000	3
7387	UPHOLSTERER.....		7381	60
7463	UTILITY PLUMBER APPRENTICE.....		7347	58
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	58
7462	UTILITY PLUMBER HELPER.....		7347	58
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	58
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	58
7388	UTILITY PLUMBER.....		7347	58

I 53.1	VENDOR HELPER.....		3284	39
3302	VENDOR.....		3284	39
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	24
2465	VIROLOGIST.....	Z	2444	27
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	2910	37
1428	WARD CLERK.....		1444	8
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	64
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	48
5164	WATER DEPT ASST GEN MGR, ASST CHIEF ENGR	Z	1840	18
5163	WATER DEPT ASST GENERAL MANAGER, ADMIN..	Z	1840	18
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	1000	3
7442	WATER METER REPAIR HELPER.....		7347	58
7353	WATER METER REPAIRER.....		7347	58
7240	WATER METER SHOP SUPERVISOR I.....		7347	58
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	46
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	46
2468	WATER QUALITY BIOLOGIST.....		2444	27
2471	WATER QUALITY CHEMIST.....	Z	2486	29
7316	WATER SERVICE INSPECTOR.....		7347	58
1468	WATER SERVICES CLERK.....		1444	8
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	60
7270	WATERSHED KEEPER SUPERVISOR.....		8204	67
7470	WATERSHED KEEPER.....		8204	67
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	67
7390	WELDER.....		7347	58
9355	WHARFINGER I.....		1444	11
9356	WHARFINGER II.....		1444	11
7392	WINDOW CLEANER.....		2708	34
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		7334	53
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	53
2424	X-RAY LABORATORY AIDE.....		2426	26
3340	ZOO DIRECTOR.....	Z	7514	63
2290	ZOO VETERINARIAN.....	Z	7514	63
3342	ZOOLOGIST.....	Z	7514	63

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
21.9	288- 344	626- 748	7517- 8978
22.0	289- 346	629- 753	7543- 9031
22.1	290- 348	631- 757	7569- 9083
22.2	291- 349	633- 759	7595- 9109
22.3	293- 351	637- 763	7647- 9161
22.4	294- 352	639- 766	7673- 9187
22.5	295- 354	642- 770	7700- 9239
22.6	296- 356	644- 774	7726- 9292
22.7	298- 357	648- 777	7778- 9318
22.8	299- 359	650- 781	7804- 9370
22.9	301- 360	655- 783	7856- 9396
23.0	302- 362	657- 787	7882- 9448
23.1	303- 364	659- 792	7908- 9500
23.2	305- 365	663- 794	7961- 9527
23.3	306- 367	666- 798	7987- 9579
23.4	308- 368	670- 800	8039- 9605
23.5	309- 370	672- 805	8065- 9657
23.6	310- 372	674- 809	8091- 9709
23.7	312- 374	679- 813	8143- 9761
23.8	313- 375	681- 816	8169- 9788
23.9	315- 377	685- 820	8222- 9840
24.0	316- 379	687- 824	8248- 9892
24.1	317- 381	690- 829	8274- 9944
24.2	319- 383	694- 833	8326- 9996
24.3	320- 384	696- 835	8352-10022
24.4	322- 386	700- 840	8404-10075
24.5	323- 388	703- 844	8430-10127
24.6	325- 390	707- 848	8483-10179
24.7	326- 391	709- 850	8509-10205
24.8	328- 393	713- 855	8561-10257
24.9	329- 394	716- 857	8587-10283
25.0	331- 396	720- 861	8639-10336
25.1	332- 398	722- 866	8665-10388
25.2	334- 400	726- 870	8717-10440
25.3	335- 402	729- 874	8744-10492
25.4	337- 404	733- 879	8796-10544
25.5	338- 406	735- 883	8822-10597
25.6	340- 408	740- 887	8874-10649
25.7	341- 409	742- 890	8900-10675
25.8	343- 411	746- 894	8952-10727
25.9	344- 412	748- 896	8978-10753
26.0	346- 414	753- 900	9031-10805
26.1	348- 416	757- 905	9083-10858
26.2	349- 418	759- 909	9109-10910
26.3	351- 420	763- 914	9161-10962
26.4	352- 422	766- 918	9187-11014
26.5	354- 424	770- 922	9239-11066
26.6	356- 426	774- 927	9292-11119
26.7	357- 428	777- 931	9318-11171

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
26.8	359- 430	781- 935	9370-11223
26.9	360- 432	783- 940	9396-11275
27.0	362- 434	787- 944	9448-11327
27.1	364- 436	792- 948	9500-11380
27.2	365- 438	794- 953	9527-11432
27.3	367- 440	798- 957	9579-11484
27.4	368- 442	800- 961	9605-11536
27.5	370- 444	805- 966	9657-11588
27.6	372- 446	809- 970	9709-11641
27.7	374- 448	813- 974	9761-11693
27.8	375- 449	816- 977	9788-11719
27.9	377- 451	820- 981	9840-11771
28.0	379- 453	824- 985	9892-11823
28.1	381- 455	829- 990	9944-11876
28.2	383- 458	833- 996	9996-11954
28.3	384- 460	835-1001	10022-12006
28.4	386- 463	840-1007	10075-12084
28.5	388- 465	844-1011	10127-12137
28.6	390- 467	848-1016	10179-12189
28.7	391- 469	850-1020	10205-12241
28.8	393- 471	855-1024	10257-12293
28.9	394- 473	857-1029	10283-12345
29.0	396- 475	861-1033	10336-12398
29.1	398- 477	866-1038	10388-12450
29.2	400- 480	870-1044	10440-12528
29.3	402- 482	874-1048	10492-12580
29.4	404- 485	879-1055	10544-12659
29.5	406- 487	883-1059	10597-12711
29.6	408- 489	887-1064	10649-12763
29.7	409- 491	890-1068	10675-12815
29.8	411- 494	894-1074	10727-12893
29.9	412- 496	896-1079	10753-12946
30.0	414- 498	900-1083	10805-12998
30.1	416- 500	905-1088	10858-13050
30.2	418- 503	909-1094	10910-13128
30.3	420- 505	914-1098	10962-13181
30.4	422- 508	918-1105	11014-13259
30.5	424- 510	922-1109	11066-13311
30.6	426- 512	927-1114	11119-13363
30.7	428- 514	931-1118	11171-13415
30.8	430- 517	935-1125	11223-13494
30.9	432- 519	940-1129	11275-13546
31.0	434- 521	944-1133	11327-13598
31.1	436- 524	948-1140	11380-13676
31.2	438- 526	953-1144	11432-13729
31.3	440- 529	957-1151	11484-13807
31.4	442- 531	961-1155	11536-13859
31.5	444- 534	966-1161	11588-13937
31.6	446- 536	970-1166	11641-13990

XXXVI

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
31.7	448- 539	974-1172	11693-14068
31.8	449- 541	977-1177	11719-14120
31.9	451- 544	981-1183	11771-14198
32.0	453- 546	985-1188	11823-14251
32.1	455- 549	990-1194	11876-14329
32.2	458- 552	996-1201	11954-14407
32.3	460- 554	1001-1205	12006-14459
32.4	463- 557	1007-1212	12084-14538
32.5	465- 560	1011-1218	12137-14616
32.6	467- 562	1016-1222	12189-14668
32.7	469- 565	1020-1229	12241-14747
32.8	471- 567	1024-1233	12293-14799
32.9	473- 570	1029-1240	12345-14877
33.0	475- 572	1033-1244	12398-14929
33.1	477- 575	1038-1251	12450-15008
33.2	480- 578	1044-1257	12528-15086
33.3	482- 580	1048-1262	12580-15138
33.4	485- 583	1055-1268	12659-15216
33.5	487- 586	1059-1275	12711-15295
33.6	489- 589	1064-1281	12763-15373
33.7	491- 591	1068-1285	12815-15425
33.8	494- 594	1074-1292	12893-15503
33.9	496- 596	1079-1296	12946-15556
34.0	498- 599	1083-1303	12998-15634
34.1	500- 602	1088-1309	13050-15712
34.2	503- 605	1094-1316	13128-15791
34.3	505- 608	1098-1322	13181-15869
34.4	508- 611	1105-1329	13259-15947
34.5	510- 614	1109-1335	13311-16025
34.6	512- 617	1114-1342	13363-16104
34.7	514- 620	1118-1349	13415-16182
34.8	517- 622	1125-1353	13494-16234
34.9	519- 625	1129-1359	13546-16313
35.0	521- 628	1133-1366	13598-16391
35.1	524- 631	1140-1372	13676-16469
35.2	526- 634	1144-1379	13729-16547
35.3	529- 638	1151-1388	13807-16652
35.4	531- 641	1155-1394	13859-16730
35.5	534- 644	1161-1401	13937-16808
35.6	536- 647	1166-1407	13990-16887
35.7	539- 650	1172-1414	14068-16965
35.8	541- 652	1177-1416	14120-17017
35.9	544- 655	1183-1425	14198-17096
36.0	546- 658	1188-1431	14251-17174
36.1	549- 661	1194-1438	14329-17252
36.2	552- 664	1201-1444	14407-17330
36.3	554- 668	1205-1453	14459-17435
36.4	557- 671	1212-1459	14538-17513
36.5	560- 674	1218-1466	14616-17591

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
36.6	562- 677	1222-1473	14668-17670
36.7	565- 681	1229-1481	14747-17774
36.8	567- 684	1233-1488	14799-17852
36.9	570- 688	1240-1496	14877-17957
37.0	572- 691	1244-1503	14929-18035
37.1	575- 694	1251-1509	15008-18113
37.2	578- 697	1257-1516	15086-18192
37.3	580- 701	1262-1525	15138-18296
37.4	583- 704	1268-1531	15216-18374
37.5	586- 707	1275-1538	15295-18453
37.6	589- 710	1281-1544	15373-18531
37.7	591- 714	1285-1553	15425-18635
37.8	594- 717	1292-1560	15503-18714
37.9	596- 721	1296-1568	15556-18818
38.0	599- 724	1303-1575	15634-18896
38.1	602- 728	1309-1583	15712-19001
38.2	605- 731	1316-1590	15791-19079
38.3	608- 735	1322-1599	15869-19184
38.4	611- 738	1329-1605	15947-19262
38.5	614- 742	1335-1614	16025-19366
38.6	617- 745	1342-1620	16104-19445
38.7	620- 748	1349-1627	16182-19523
38.8	622- 752	1353-1636	16234-19627
38.9	625- 755	1359-1642	16313-19706
39.0	628- 758	1366-1649	16391-19784
39.1	631- 762	1372-1657	16469-19888
39.2	634- 766	1379-1666	16547-19993
39.3	638- 769	1388-1673	16652-20071
39.4	641- 773	1394-1681	16730-20175
39.5	644- 777	1401-1690	16808-20280
39.6	647- 781	1407-1699	16887-20384
39.7	650- 785	1414-1707	16965-20489
39.8	652- 788	1418-1714	17017-20567
39.9	655- 792	1425-1723	17096-20671
40.0	658- 796	1431-1731	17174-20776
40.1	661- 800	1438-1740	17252-20880
40.2	664- 803	1444-1747	17330-20958
40.3	668- 807	1453-1755	17435-21063
40.4	671- 810	1459-1762	17513-21141
40.5	674- 814	1466-1770	17591-21245
40.6	677- 818	1473-1779	17670-21350
40.7	681- 822	1481-1788	17774-21454
40.8	684- 826	1488-1797	17852-21559
40.9	688- 830	1496-1805	17957-21663
41.0	691- 834	1503-1814	18035-21767
41.1	694- 838	1509-1823	18113-21872
41.2	697- 842	1516-1831	18192-21976
41.3	701- 846	1525-1840	18296-22081
41.4	704- 850	1531-1849	18374-22185

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
41.5	707- 854	1538-1857	18453-22289
41.6	710- 858	1544-1866	18531-22394
41.7	714- 862	1553-1875	18635-22498
41.8	717- 866	1560-1884	18714-22603
41.9	721- 870	1568-1892	18818-22707
42.0	724- 874	1575-1901	18896-22811
42.1	728- 878	1583-1910	19001-22916
42.2	731- 882	1590-1918	19079-23020
42.3	735- 887	1599-1929	19184-23151
42.4	738- 891	1605-1938	19262-23255
42.5	742- 895	1614-1947	19366-23360
42.6	745- 899	1620-1955	19445-23464
42.7	748- 903	1627-1964	19523-23568
42.8	752- 908	1636-1975	19627-23699
42.9	755- 912	1642-1984	19706-23803
43.0	758- 916	1649-1992	19784-23908
43.1	762- 920	1657-2001	19888-24012
43.2	766- 925	1666-2012	19993-24143
43.3	769- 929	1673-2021	20071-24247
43.4	773- 934	1681-2031	20175-24377
43.5	777- 938	1690-2040	20280-24482
43.6	781- 943	1699-2051	20384-24612
43.7	785- 947	1707-2060	20489-24717
43.8	788- 952	1714-2071	20567-24847
43.9	792- 956	1723-2079	20671-24952
44.0	796- 961	1731-2090	20776-25082
44.1	800- 966	1740-2101	20880-25213
44.2	803- 970	1747-2110	20958-25317
44.3	807- 975	1755-2121	21063-25448
44.4	810- 979	1762-2129	21141-25552
44.5	814- 984	1770-2140	21245-25682
44.6	818- 989	1779-2151	21350-25813
44.7	822- 994	1788-2162	21454-25943
44.8	826- 998	1797-2171	21559-26048
44.9	830-1003	1805-2182	21663-26170
45.0	834-1008	1814-2192	21767-26309
45.1	838-1013	1823-2203	21872-26439
45.2	842-1018	1831-2214	21976-26570
45.3	846-1022	1840-2223	22081-26674
45.4	850-1027	1849-2234	22185-26805
45.5	854-1032	1857-2245	22289-26935
45.6	858-1037	1866-2256	22394-27066
45.7	862-1042	1875-2266	22498-27196
45.8	866-1047	1884-2277	22603-27327
45.9	870-1052	1892-2288	22707-27457
46.0	874-1057	1901-2299	22811-27588
46.1	878-1062	1910-2310	22916-27718
46.2	882-1067	1918-2321	23020-27849
46.3	887-1073	1929-2334	23151-28005

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
46.4	891-1078	1938-2345	23255-28136
46.5	895-1083	1947-2356	23360-28266
46.6	899-1088	1955-2366	23464-28397
46.7	903-1093	1964-2377	23568-28527
46.8	908-1099	1975-2390	23699-28684
46.9	912-1104	1984-2401	23803-28814
47.0	916-1109	1992-2412	23908-28945
47.1	920-1114	2001-2423	24012-29075
47.2	925-1120	2012-2436	24143-29232
47.3	929-1125	2021-2447	24247-29363
47.4	934-1131	2031-2460	24377-29519
47.5	938-1136	2040-2471	24482-29650
47.6	943-1141	2051-2482	24612-29780
47.7	947-1147	2060-2495	24717-29937
47.8	952-1152	2071-2506	24847-30067
47.9	956-1158	2079-2519	24952-30224
48.0	961-1163	2090-2530	25082-30354
48.1	966-1169	2101-2543	25213-30511
48.2	970-1174	2110-2553	25317-30641
48.3	975-1180	2121-2567	25448-30798
48.4	979-1185	2129-2577	25552-30929
48.5	984-1191	2140-2590	25682-31085
48.6	989-1197	2151-2604	25813-31242
48.7	994-1203	2162-2617	25943-31398
48.8	998-1208	2171-2627	26048-31529
48.9	1003-1214	2182-2640	26178-31685
49.0	1008-1220	2192-2654	26309-31842
49.1	1013-1226	2203-2667	26439-31999
49.2	1018-1232	2214-2680	26570-32155
49.3	1022-1237	2223-2691	26674-32286
49.4	1027-1243	2234-2704	26805-32442
49.5	1032-1249	2245-2717	26935-32599
49.6	1037-1255	2256-2730	27066-32756
49.7	1042-1261	2266-2743	27196-32912
49.8	1047-1267	2277-2756	27327-33069
49.9	1052-1273	2288-2769	27457-33225
50.0	1057-1279	2299-2782	27588-33382
50.1	1062-1285	2310-2795	27718-33539
50.2	1067-1291	2321-2808	27849-33695
50.3	1073-1298	2334-2823	28005-33878
50.4	1078-1304	2345-2836	28136-34034
50.5	1083-1310	2356-2849	28266-34191
50.6	1088-1316	2366-2862	28397-34348
50.7	1093-1323	2377-2878	28527-34530
50.8	1099-1329	2390-2891	28684-34687
50.9	1104-1336	2401-2906	28814-34870
51.0	1109-1342	2412-2919	28945-35026
51.1	1114-1349	2423-2934	29075-35209
51.2	1120-1355	2436-2947	29232-35366

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
51.3	1125-1362	2447-2962	29363-35548
51.4	1131-1368	2460-2975	29519-35705
51.5	1136-1375	2471-2991	29650-35888
51.6	1141-1381	2482-3004	29780-36044
51.7	1147-1388	2495-3019	29937-36227
51.8	1152-1394	2506-3032	30067-36383
51.9	1158-1401	2519-3047	30224-36566
52.0	1163-1407	2530-3060	30354-36723
52.1	1169-1414	2543-3075	30511-36905
52.2	1174-1421	2553-3091	30641-37088
52.3	1180-1429	2567-3108	30798-37297
52.4	1185-1436	2577-3123	30929-37480
52.5	1191-1443	2590-3139	31085-37662
52.6	1197-1450	2604-3154	31242-37845
52.7	1203-1457	2617-3169	31398-38028
52.8	1208-1463	2627-3182	31529-38184
52.9	1214-1470	2640-3197	31685-38367
53.0	1220-1477	2654-3213	31842-38550
53.1	1226-1484	2667-3228	31999-38732
53.2	1232-1491	2680-3243	32155-38915
53.3	1237-1499	2691-3260	32286-39124
53.4	1243-1506	2704-3276	32442-39307
53.5	1249-1513	2717-3291	32599-39489
53.6	1255-1520	2730-3306	32756-39672
53.7	1261-1528	2743-3323	32912-39881
53.8	1267-1535	2756-3339	33069-40064
53.9	1273-1543	2769-3356	33225-40272
54.0	1279-1550	2782-3371	33382-40455
54.1	1285-1558	2795-3389	33539-40664
54.2	1291-1565	2808-3404	33695-40847
54.3	1298-1573	2823-3421	33878-41055
54.4	1304-1580	2836-3437	34034-41238
54.5	1310-1588	2849-3454	34191-41447
54.6	1316-1596	2862-3471	34348-41656
54.7	1323-1603	2878-3487	34530-41838
54.8	1329-1611	2891-3504	34687-42047
54.9	1336-1618	2906-3519	34870-42230
55.0	1342-1626	2919-3537	35026-42439
55.1	1349-1634	2934-3554	35209-42647
55.2	1355-1642	2947-3571	35366-42856
55.3	1362-1650	2962-3589	35548-43065
55.4	1368-1658	2975-3606	35705-43274
55.5	1375-1666	2991-3624	35888-43483
55.6	1381-1674	3004-3641	36044-43691
55.7	1388-1682	3019-3658	36227-43900
55.8	1394-1690	3032-3676	36383-44109
55.9	1401-1698	3047-3693	36566-44318
56.0	1407-1706	3060-3711	36723-44527
56.1	1414-1714	3075-3728	36905-44735

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
56.2	1421-1723	3091-3748	37088-44970
56.3	1429-1731	3108-3765	37297-45179
56.4	1436-1740	3123-3785	37480-45414
56.5	1443-1748	3139-3802	37662-45623
56.6	1450-1756	3154-3819	37845-45832
56.7	1457-1765	3169-3839	38028-46067
56.8	1463-1773	3182-3856	38184-46275
56.9	1470-1782	3197-3876	38367-46510
57.0	1477-1791	3213-3895	38550-46745
57.1	1484-1800	3228-3915	38732-46980
57.2	1491-1809	3243-3935	38915-47215
57.3	1499-1818	3260-3954	39124-47450
57.4	1506-1827	3276-3974	39307-47685
57.5	1513-1835	3291-3991	39489-47894
57.6	1520-1844	3306-4011	39672-48128
57.7	1528-1853	3323-4030	39881-48363
57.8	1535-1862	3339-4050	40064-48598
57.9	1543-1871	3356-4069	40272-48833
58.0	1550-1881	3371-4091	40455-49094
58.1	1558-1890	3389-4111	40664-49329
58.2	1565-1899	3404-4130	40847-49564
58.3	1573-1909	3421-4152	41055-49825
58.4	1580-1918	3437-4172	41238-50060
58.5	1588-1927	3454-4191	41447-50295
58.6	1596-1936	3471-4211	41656-50530
58.7	1603-1946	3487-4233	41838-50791
58.8	1611-1955	3504-4252	42047-51026
58.9	1618-1965	3519-4274	42230-51287
59.0	1626-1975	3537-4296	42439-51548
59.1	1634-1985	3554-4317	42647-51809
59.2	1642-1994	3571-4337	42856-52043
59.3	1650-2004	3589-4359	43065-52304
59.4	1658-2014	3606-4380	43274-52565
59.5	1666-2023	3624-4400	43483-52800
59.6	1674-2033	3641-4422	43691-53061
59.7	1682-2043	3658-4444	43900-53322
59.8	1690-2053	3676-4465	44109-53583
59.9	1698-2063	3693-4487	44318-53844
60.0	1706-2074	3711-4511	44527-54131
60.1	1714-2084	3728-4533	44735-54392
60.2	1723-2094	3748-4554	44970-54653
60.3	1731-2104	3765-4576	45179-54914
60.4	1740-2115	3785-4600	45414-55202
60.5	1748-2124	3802-4620	45623-55436
60.6	1756-2135	3819-4644	45832-55724
60.7	1765-2145	3839-4665	46067-55985
60.8	1773-2156	3856-4689	46275-56272
60.9	1782-2166	3876-4711	46510-56533
61.0	1791-2178	3895-4737	46745-56846

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
61.1	1800-2188	3915-4759	46980-57107
61.2	1809-2199	3935-4783	47215-57394
61.3	1818-2209	3954-4805	47450-57655
61.4	1827-2221	3974-4831	47685-57968
61.5	1835-2230	3991-4850	47894-58203
61.6	1844-2242	4011-4876	48128-58516
61.7	1853-2252	4030-4898	48363-58777
61.8	1862-2264	4050-4924	48598-59090
61.9	1871-2274	4069-4946	48833-59351
62.0	1881-2287	4091-4974	49094-59691
62.1	1890-2297	4111-4996	49329-59952
62.2	1899-2309	4130-5022	49564-60265
62.3	1909-2319	4152-5044	49825-60526
62.4	1918-2332	4172-5072	50060-60865
62.5	1927-2342	4191-5094	50295-61126
62.6	1936-2354	4211-5120	50530-61439
62.7	1946-2365	4233-5144	50791-61727
62.8	1955-2377	4252-5170	51026-62040
62.9	1965-2388	4274-5194	51287-62327
63.0	1975-2401	4296-5222	51548-62666
63.1	1985-2412	4317-5246	51809-62953
63.2	1994-2424	4337-5272	52043-63266
63.3	2004-2435	4359-5296	52304-63554
63.4	2014-2449	4380-5327	52565-63919
63.5	2023-2459	4400-5348	52800-64180
63.6	2033-2472	4422-5377	53061-64519
63.7	2043-2483	4444-5401	53322-64806
63.8	2053-2496	4465-5429	53583-65146
63.9	2063-2507	4487-5453	53844-65433
64.0	2074-2521	4511-5483	54131-65798
64.1	2084-2533	4533-5509	54392-66111
64.2	2094-2545	4554-5535	54653-66425
64.3	2104-2557	4576-5562	54914-66738
64.4	2115-2571	4600-5592	55202-67103
64.5	2124-2582	4620-5616	55436-67390
64.6	2135-2596	4644-5646	55724-67756
64.7	2145-2607	4665-5670	55985-68043
64.8	2156-2621	4689-5701	56272-68408
64.9	2166-2632	4711-5725	56533-68695
65.0	2178-2647	4737-5757	56846-69087
65.1	2188-2660	4759-5786	57107-69426
65.2	2199-2672	4783-5812	57394-69739
65.3	2209-2685	4805-5840	57655-70079
65.4	2221-2700	4831-5873	57968-70470
65.5	2230-2711	4850-5896	58203-70757
65.6	2242-2726	4876-5929	58516-71149
65.7	2252-2737	4898-5953	58777-71436
65.8	2264-2752	4924-5986	59090-71827
65.9	2274-2764	4946-6012	59351-72140

SALARY SCHEDULES FOR FISCAL YEAR 1980-81
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
66.0	2287-2779	4974-6044	59691-72532
66.1	2297-2793	4996-6075	59952-72897
66.2	2309-2806	5022-6103	60265-73237
66.3	2319-2819	5044-6131	60526-73576
66.4	2332-2835	5072-6166	60865-73994
66.5	2342-2847	5094-6192	61126-74307
66.6	2354-2862	5120-6225	61439-74698
66.7	2365-2874	5144-6251	61727-75011
66.8	2377-2890	5170-6286	62040-75429
66.9	2388-2902	5194-6312	62327-75742
67.0	2104-2918	4576-6347	54914-76160

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- 1982
RECOMMEN RY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
A.	****GROUP A****							
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	54.7	1323-1603	1	57.1	1484-1800	3228-3915
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	58.2	1565-1899	1	59.9	1698-2063	3693-4487
1126	PUBLIC ADMINISTRATOR.....	Z	53.2	1232-1491	1	54.9	1336-1618	2906-3519
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	54.4	1304-1580	1	56.1	1414-1714	3075-3728
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	46.2	882-1067	1	47.9	956-1158	2079-2519
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	45.5	854-1032	2	47.2	925-1120	2012-2436
1136	ASSISTANT COUNTY CLERK.....	Z	48.7	994-1203	1	50.4	1078-1304	2345-2836
1142	COUNTY CLERK.....	Z	54.4	1304-1580	1	56.1	1414-1714	3075-3728
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	54.6	1316-1596	1	56.3	1429-1731	3108-3765
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	60.3	1731-2104	1	62.0	1881-2287	4091-4974
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	62.3	1909-2319	1	64.0	2074-2521	4511-5483
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	64.2	2094-2545	1	65.9	2274-2764	4946-6012
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	56.2	1421-1723	1	57.9	1543-1871	3356-4069
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	64.7	2145-2607	1	66.4	2332-2835	5072-6166
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	47.0	916-1109	0	48.7	994-1203	2162-2617
1190	MAYOR.....	Z	69,295 YR		1		2351-2381	
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	56.8	1463-1773	1	57.7	1528-1853	3323-4030
1292	GENERAL MANAGER, PERSONNEL.....	Z	60.3	1731-2104	1	61.0	1791-2178	3895-4737
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	45.9	870-1052	0	47.6	943-1141	2051-2482
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	50.2	1067-1291	1	51.9	1158-1401	2519-3047
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	59.6	1674-2033	1	61.3	1818-2209	3954-4805
1672	ASSISTANT CONTROLLER.....	Z	54.2	1291-1565	1	55.9	1401-1698	3047-3693
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z		2013-2013	1		2184-2184	
1680	CHIEF ASSISTANT CONTROLLER.....	Z	62.5	1927-2342	1	64.2	2094-2545	4554-5535
1682	CONTROLLER.....	Z		2491-2491	1		2703-2703	
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	49.1	1013-1226	1	50.8	1099-1329	2390-2891
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	43.5	777- 938	0	45.2	842-1018	1831-2214
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	55.7	1383-1682	1	57.4	1506-1827	3276-3974
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z		1977-1977	1		2145-2145	
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	59.6	1674-2033	1	61.3	1818-2209	3954-4805
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL...	Z	57.9	1543-1871	1	59.6	1674-2033	3641-4422
2581	ADMINISTRATIVE CORONER.....		51.7	1147-1388	1	53.4	1243-1506	2704-3276
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		54.7	1323-1603	1	56.4	1436-1740	3123-3785
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.		61.7	1853-2252	1	63.4	2014-2449	4380-5327
2988	DIRECTOR, AGING PROGRAM.....	Z	53.5	1249-1513	1	55.2	1355-1642	2947-3571
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	42.4	738- 891	0	44.1	800- 966	1740-2101

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	51.0	1109-1342	1	52.7	1203-1457	2617-3169
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	53.5	1249-1513	1	55.2	1355-1642	2947-3571
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z		1336-1336	1	54.6	1316-1596	2862-3471
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	52.7	1203-1457	0	54.4	1304-1580	2836-3437
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...	Z	59.9	1698-2063	1	61.6	1844-2242	4011-4876
4373	DEPUTY TAX ADMINISTRATOR.....	Z	54.6	1316-1596	1	56.3	1429-1731	3108-3765
4374	TAX ADMINISTRATOR.....	Z	55.2	1355-1642	1	57.4	1506-1827	3276-3974
4384	CHIEF ASSISTANT TREASURER.....	Z	51.6	1141-1381	1	56.3	1429-1731	3108-3765
4390	TREASURER.....	Z	46,338YR		1		1971-1971	
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	49.8	1047-1267	2	53.5	1249-1513	2717-3291
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	51.8	1152-1394	1	55.5	1375-1666	2991-3624
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	55.8	1394-1690	1	60.1	1714-2084	3726-4533
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	53.9	1273-1543	1	58.1	1558-1890	3389-4111
5144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	59.5	1666-2023	0	61.2	1809-2199	3935-4783
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	46.6	899-1089	1	51.1	1114-1349	2423-2934
5172	STREET REPAIR SUPERINTENDENT.....	Z	49.8	1047-1267	1	53.1	1226-1484	2667-3228
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	48.6	989-1197	1	51.1	1114-1349	2423-2934
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		58.6	1596-1936	1	60.3	1731-2104	3765-4576
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		60.6	1756-2135	1	62.3	1909-2319	4152-5044
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	49.4	1027-1243	1	51.1	1114-1349	2423-2934
8247	EMERGENCY PLANNING COORDINATOR.....	Z	45.8	866-1047	1	47.5	938-1136	2040-2471
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	54.9	1336-1618	0	56.6	1450-1756	3154-3819
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	54.9	1336-1618	0	56.6	1450-1756	3154-3819
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	[illegible].8	1611-1955	1	60.5	1748-2124	3802-4620
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		54.9	1336-1618	0	56.6	1450-1756	3154-3819
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	60.3	1731-2104	1	62.0	1881-2287	4091-4974
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	60.3	1731-2104	1	62.0	1881-2287	4091-4974
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	60.3	1731-2104	1	62.0	1881-2287	4091-4974
9278	DIRECTOR OF AIRPORTS.....	Z	62.5	1927-2342	1	64.2	2094-2545	4554-5535
B.	****GROUP B****							
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	55.7	1388-1682	1	57.0	1477-1791	3212-3895
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	50.4	1078-1304	1	52.1	1169-1414	2543-3075
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	56.9	1470-1782	1	58.6	1596-1936	3471-4211
1168	DIRECTOR OF HEALTH.....	Z	65.0	2178-2647	1	66.9	2388-2902	5194-6312
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	57.7	1528-1853	0	59.6	1674-2033	3641-4422
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	62.2	1899-2309	1	64.1	2084-2533	4533-5509
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	59.7	1682-2043	1	61.6	1844-2242	4011-4876

1961 - 1962
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1960-81 SCHEDULE NUMBER	1960-81 BI-WEEKLY SALARY	1960-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2884	CHIEF MEDICAL EXAMINER - CORONER.....	Z	62.0	1881-2287	1	63.9	2063-2507	4487-5453
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	60.2	1723-2094	2	62.1	1890-2297	4111-4996
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	60.9	1782-2166	1	62.8	1955-2377	4252-5170
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	60.7	1765-2145	1	62.6	1936-2354	4211-5120
2895	PROGRAM CHIEF, CMHS.....		60.7	1765-2145	1	62.6	1936-2354	4211-5120
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		61.7	1853-2252	1	63.6	2033-2472	4422-5377
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	55.7	1388-1682	1	57.2	1491-1809	3243-3935
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	59.9	1698-2063	1	61.4	1827-2221	3974-4831
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	53.3	1237-1499	1	55.0	1342-1626	2919-3537
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	59.6	1674-2033	1	61.2	1809-2199	3935-4783
3294	RECREATION SUPERINTENDENT.....	Z	55.1	1349-1634	1	56.7	1457-1765	3169-3839
3350	PARKS SUPERINTENDENT.....	Z	55.1	1349-1634	1	56.7	1457-1765	3169-3839
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	43.6	761- 943	1	45.0	834-1008	1814-2192
3455	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	54.2	1291-1565	1	55.6	1331-1674	3004-3641
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	57.9	1543-1871	1	59.3	1650-2004	3589-4359
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		53.8	1267-1535	1	55.2	1355-1642	2947-3571
3660	ASSISTANT CITY LIBRARIAN.....	Z	52.1	1169-1414	0	53.0	1224-1555	2664-3383
3670	CITY LIBRARIAN.....	Z	58.5	1588-1927	1	60.2	1723-2094	3748-4556
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	54.9	1336-1618	1	56.4	1436-1740	3123-3785
4150	DIRECTOR OF PROPERTY.....	Z	57.2	1491-1809	1	58.7	1603-1946	3487-4233
4200	CHIEF ASSISTANT ASSESSOR.....	Z	56.5	1443-1748	1	56.0	1550-1881	3371-4091
4230	ASSESSOR.....	Z	56,460YR		1		2325-2325	
5115	DEPUTY DIRECTOR OF PLANNING.....		57.6	1520-1844	1	59.3	1650-2004	3589-4359
5116	DIRECTOR OF PLANNING.....	Z	61.6	1844-2242	1	63.3	2004-2435	4359-5296
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	62.3	1909-2319	1	63.8	2053-2496	4465-5429
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	60.6	1756-2135	1	62.1	1890-2297	4111-4996
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z		2314-2314	1		2486-2486	
5190	DIRECTOR OF PUBLIC WORKS.....	Z	64.1	2084-2533	1	65.6	2242-2726	4876-5929
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		1648-1648	0		1953-1953	
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	34,830YR		0		1435-1435	
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	41,143YR		0		1695-1695	
8196	PUBLIC DEFENDER.....	Z	56,031YR		1		2319-2319	
8197	CITY ATTORNEY.....	Z	59,934YR		1		2480-2480	
8198	DISTRICT ATTORNEY.....	Z	59,934YR		1		2480-2480	
8348	UNDERSHERIFF.....	Z	52.8	1308-1463	1	54.3	1373-1573	2823-3421
8350	SHERIFF.....	Z	43,970 YR		1		1811-1811	
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	50.9	1104-1336	1	52.4	1165-1436	2577-3123

C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
8418	CHIEF PROBATION OFFICER, JUVENILE COURT. Z	57.3	1499-1818	1	58.8	1611-1955	3504-4252
8435	SR SUPERVISING ADULT PROBATION OFFICER.. Z	48.7	994-1203	2	50.2	1067-1291	2321-2808
8436	CHIEF ADULT PROBATION OFFICER..... Z	54.4	1304-1580	1	55.9	1401-1698	3047-3693

NUMBER OF CLASSES THIS BENCHMARK..... 112
NUMBER OF POSITIONS THIS BENCHMARK..... 102

1242 PERSONNEL ANALYST

1980-81 SALARY SCHEDULE 41.6 APPROX $1544 - $1699 - $1866 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	1544	1699	1866		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	27	1626	1791	1956	48,357	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	12	1601	1950	2298	23,400	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	1	1627	1802	1977	1,802	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	1591	1759	1926	1,759	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	9	1558	1753	1948	15,777	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	11	1737	1955	2172	21,505	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	10	1504	1667	1830	16,670	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	1674	1845	2016	3,690	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF HAYWARD	1	1340	1484	1628	1,484	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF RICHMOND	2	1979	2186	2393	4,372	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	11	1798	1992	2185	21,912	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1765	1912	2059	3,824	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	4	1656	1826	1995	7,304	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	10	1656	1826	1995	18,260	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 13	103	.....			190,116											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1846        *
*                        R A T E   R A N G E    1661  TO  2031      *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS # 1242 PERSONNEL ANALYST *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
G 58.1	SPECIAL EXAMINER.....		82.40 DA		0	89.82 DA		
1201	PERSONNEL TECHNICAN TRAINEE.....		33.4	485- 583	0	35.2	526- 634	1144-1379
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		46.6	899-1088	3	48.4	979-1185	2129-2577
1232	TRAINING OFFICER.....	Z	42.6	745- 899	4	44.4	810- 979	1762-2129
1233	AFFIRMATIVE ACTION SPECIALIST.....		41.6	710- 858	2	43.4	773- 934	1681-2031
1234	DIRECTOR OF TRAINING.....	Z	50.1	1062-1285	2	51.9	1158-1401	2519-3047
1235	AFFIRMATIVE ACTION COORDINATOR.....		52.3	1180-1429	1	54.1	1285-1558	2795-3389
1237	TRAINING COORDINATOR.....	Z		989- 989	1		1078-1078	
1240	ASSISTANT PERSONNEL ANALYST.....	Z	37.1	575- 694	21	38.9	625- 755	1359-1642
* 1242	PERSONNEL ANALYST.....	Z	41.6	710- 858	26	43.4	773- 934	1681-2031
1244	SENIOR PERSONNEL ANALYST.....	Z	45.6	858-1037	20	47.4	934-1131	2031-2460
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	49.1	1013-1226	8	50.9	1104-1336	2401-2906
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	52.3	1180-1429	4	54.1	1285-1558	2795-3389
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	45.8	866-1047	13	49.6	1037-1255	2255-2730
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	51.8	1152-1394	3	54.1	1285-1558	2795-3389
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	51.8	1152-1394	2	54.1	1285-1558	2795-3389
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	52.3	1180-1429	1	54.1	1285-1558	2795-3389
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	52.3	1180-1429	2	56.1	1414-1714	3075-3728
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	52.3	1180-1429	0	54.1	1285-1558	2795-3389
1278	DIVISION MANAGER, PERSONNEL.....	Z	54.3	1298-1573	2	56.1	1414-1714	3075-3728
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	55.3	1362-1650	1	56.1	1414-1714	3075-3728
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	45.1	1013-1226	1	50.9	1104-1336	2401-2906
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	[illegible].4	979-1185	0	50.2	1067-1291	2321-2808
9702	MANPOWER SPECIALIST I.....	Z	37.1	575- 694	0	38.9	625- 755	1359-1642
9704	MANPOWER SPECIALIST II.....	Z	41.6	710- 858	0	43.4	773- 934	1681-2031
9706	MANPOWER SPECIALIST III.....	Z	45.6	858-1037	1	47.4	934-1131	2031-2460
9708	MANPOWER SPECIALIST IV.....	Z	49.1	1013-1226	0	50.9	1104-1336	2401-2906

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 118

1314 PUBLIC RELATIONS OFFICER

1980-81 SALARY SCHEDULE 45.1 APPROX $1823 - $2001 - $2203 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS									
CITY & COUNTY SAN FRANCISCO	2	1823	2001	2203		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	2	1956	2158	2359	4,316	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
CONTRA COSTA COUNTY	1	1977	2191	2404	2,191	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
SANTA CLARA COUNTY	1	1967	2180	2392	2,180	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
EAST BAY MUNI. UTIL. DIST.	1	1941	2103	2264	2,103	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	2091	2382	2672	2,382	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	0	1995	2201	2407	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	2	1995	2201	2407	4,402	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 7	8	.....			17,574										

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2197        *
*                        R A T E   R A N G E    1977  TO  2417      *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1312	PUBLIC INFORMATION OFFICER.....	Z	40.1	661- 800	1	42.0	724- 874	1575-1901
* 1314	PUBLIC RELATIONS REPRESENTATIVE	Z	45.1	838-1013	2	47.0	916-1109	1992-2412
1330	CONSUMER RELATIONS REP.....	Z	35.0	521- 628	1	36.9	570- 688	1240-1496
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	44.8	826- 998	1	46.7	903-1093	1964-2377
1857	DIRECTOR OF INFORMATION.....	Z	52.6	1203-1463	1	54.7	1323-1603	2878-3487
9373	MANAGER OF MARKETING.....	Z	54.4	1304-1580	0	56.3	1429-1731	3108-3765
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	45.1	838-1013	0	47.0	916-1109	1992-2412
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	45.4	850-1027	0	47.3	929-1125	2021-2447
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	47.9	956-1158	1	49.8	1047-1267	2277-2756
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	49.6	1037-1255	0	51.5	1136-1375	2471-2991
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	43.1	762- 920	2	45.0	834-1008	1814-2192
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	50.8	1099-1329	1	52.7	1203-1457	2617-3169

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 10

1444 CLERK STENOGRAPHER

1980-81 SALARY SCHEDULE 31.4 APPROX $961 - $1055 - $1155 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	162	961	1055	1155		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	919	910	979	1147	899,701											
PRIVATE BAY AREA	3230	1021	1118	1275	3,611,140											
STATE OF CALIFORNIA	81	959	1042	1125	84,402	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	224	1100	1151	1201	257,824	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	24	975	1080	1185	25,920	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	37	954	1049	1143	38,813	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	30	891	1003	1115	30,090	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	938	956	1043	1129	978,334	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	16	1139	1193	1246	19,088	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF HAYWARD	1	986	1083	1179	1,083	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	33	1176	1239	1302	40,887	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	6	1210	1316	1421	7,896	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	24	1047	1160	1272	27,840	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	2	1057	1129	1200	2,258	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	3	1075	1192	1308	3,576	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	14	1182	1278	1374	17,892	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	12	942	1044	1146	12,528	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	997	1086	1174	2,172	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	31	978	1064	1149	32,984	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 18	5627		.....		6,094,428											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1083

RATE RANGE 975 TO 1191

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
B152	COURT ROOM CLERK		40.2	664- 803	36	40.8	684- 826	1488-1797
B160	LAW CLERK		40.2	664- 803	17	40.8	684- 826	1488-1797
B164	SENIOR LAW CLERK		42.7	748- 903	11	43.3	769- 929	1673-2021
B222	GENERAL CLERK		30.2	418- 503	2	30.8	430- 517	935-1124
B408	GENERAL CLERK-STENOGRAPHER		31.9	451- 544	2	32.5	465- 560	1011-1218
B412	SENIOR CLERK-STENOGRAPHER		34.9	519- 625	1	35.5	534- 644	1161-1401
B512	GENERAL CLERK-TYPIST		30.9	432- 519	5	31.5	444- 534	966-1161
B516	SENIOR CLERK-TYPIST		34.4	508- 611	1	35.0	521- 628	1133-1366
1116	COMMERCIAL DIVISION ASSISTANT MANAGER	Z	49.8	1047-1267	1	50.4	1078-1304	2345-2836
1118	COMMERCIAL DIVISION MANAGER	Z	52.6	1197-1450	1	53.2	1232-1491	2680-3243
1202	PERSONNEL CLERK		31.9	451- 544	40	32.5	465- 560	1011-1218
1204	SENIOR PERSONNEL CLERK		33.4	485- 583	2	34.0	498- 599	1083-1303
1212	TIMEROLL AUDIT CLERK		32.9	473- 570	7	33.5	487- 586	1059-1275
1214	SENIOR TIMEPOLL AUDIT CLERK		36.1	549- 661	1	36.7	565- 681	1229-1481
1216	PRINCIPAL TIMEROLL AUDIT CLERK		39.1	631- 762	1	39.7	650- 785	1414-1707
1217	SENIOR CERTIFICATION CLERK		37.6	589- 710	1	38.2	605- 731	1316-1590
1218	PAYROLL SUPERVISOR	Z	42.1	728- 878	2	42.7	748- 903	1627-1964
1220	PAYROLL CLERK		32.9	473- 570	104	33.5	487- 586	1059-1275
1222	SENIOR PAYROLL AND PERSONNEL CLERK		34.9	519- 625	36	35.5	534- 644	1161-1401
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		37.1	575- 694	15	37.7	591- 714	1285-1553
1226	CHIEF PAYROLL AND PERSONNEL CLERK		40.1	661- 800	2	40.7	681- 822	1481-1788
1227	TESTING TECHNICIAN		5.69* HR		0		5.86* HR	
1228	SENIOR TESTING TECHNICIAN		34.8	517- 622	2	35.4	531- 641	1155-1394
1310	PUBLIC RELATIONS ASSISTANT		32.2	458- 552	0	32.8	471- 567	1024-1233
1341	PUBLIC SERVICE ASSISTANT		31.7	448- 539	1	32.3	460- 554	1001-1205
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		33.3	482- 580	1	33.9	496- 596	1079-1296
1402	JUNIOR CLERK		25.7	341- 409	45	26.3	351- 420	763- 914
1403	ELECTIONS CLERK		34.2	503- 605	0	34.8	517- 622	1124-1353
1404	CLERK		29.7	409- 491	151	30.3	420- 505	914-1098
1405	EQUALIZATION CLERK			498- 498	0		513- 513	
1406	SENIOR CLERK		32.2	458- 552	45	32.8	471- 567	1024-1233
1407	SENIOR EQUALIZATION CLERK			626- 626	0		645- 645	
1408	PRINCIPAL CLERK		36.4	557- 671	61	37.0	572- 691	1244-1503
1410	CHIEF CLERK	Z	39.9	655- 792	19	40.5	674- 814	1466-1770
1414	ELECTIONS SUPERVISOR		43.6	781- 943	1	44.2	803- 970	1747-2110
1422	JUNIOR CLERK TYPIST		27.0	362- 434	15	27.6	372- 446	809- 970
1424	CLERK TYPIST		30.5	424- 510	645	31.1	436- 524	948-1140

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
1425	EQUALIZATION CLERK-TYPIST		477- 477	0		491- 491	
1426	SENIOR CLERK TYPIST	32.5	465- 560	872	33.1	477- 575	1037-1251
1427	EQUALIZATION RECORDS CONTROL CLERK		547- 547	0		563- 563	
1428	WARD CLERK	32.9	473- 570	36	33.5	487- 586	1059-1275
1430	TRANSCRIBER TYPIST	31.2	438- 526	47	31.8	449- 541	977-1177
1432	SENIOR TRANSCRIBER TYPIST	33.2	480- 578	9	33.8	494- 594	1074-1292
1436	BRAILLIST	31.5	444- 534	3	32.1	455- 549	990-1194
1440	MEDICAL TRANSCRIBER TYPIST	33.7	491- 591	25	34.3	505- 608	1098-1322
1442	JUNIOR CLERK STENOGRAPHER	29.4	404- 485	5	30.0	414- 498	900-1083
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS.		533- 533	11		549- 549	
* 1444	CLERK STENOGRAPHER	31.4	442- 531	162	32.0	453- 546	985-1188
1445	EQUALIZATION CLERK-STENOGRAPHER		538- 538	0		554- 554	
1446	SENIOR CLERK STENOGRAPHER	33.5	487- 586	354	34.1	500- 602	1088-1309
1450	PRINCIPAL CLERK STENOGRAPHER	34.9	519- 625	32	35.5	534- 644	1161-1401
1452	STENOGRAPHIC SECRETARY	36.1	549- 661	20	36.7	565- 681	1229-1481
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.. Z	34.9	519- 625	1	35.5	534- 644	1161-1401
1458	LEGAL STENOGRAPHER	35.9	544- 655	47	36.5	560- 674	1218-1466
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..	33.9	496- 596	1	34.5	510- 614	1109-1335
1460	SENIOR LEGAL STENOGRAPHER	37.9	596- 721	13	38.5	614- 742	1335-1614
1461	PRINCIPAL LEGAL STENOGRAPHER Z	39.9	655- 792	1	40.5	674- 814	1466-1770
1464	MEDICAL CLERK STENOGRAPHER	36.9	570- 688	4	37.5	586- 707	1275-1538
1466	METER READER	36.1	549- 661	15	36.7	565- 681	1229-1481
1468	WATER SERVICES CLERK	33.0	480- 578	10	33.8	494- 594	1074-1292
1471	ELECTIONS WORKER	39.1	631- 762	1	39.7	650- 785	1414-1707
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.	41.6	710- 858	1	42.2	731- 882	1590-1918
1474	CLAIMS PROCESS CLERK	33.1	477- 575	9	33.7	491- 591	1068-1285
1475	ELECTIONS PLANNING SUPERVISOR Z	45.1	836-1013	1	45.7	862-1042	1875-2266
1476	SENIOR CLAIMS PROCESS CLERK	35.6	536- 647	10	36.2	552- 664	1201-1444
1478	SENIOR WATER SERVICES CLERK	35.2	526- 634	8	35.8	541- 652	1177-1418
1480	PRINCIPAL WATER SERVICES CLERK	36.4	557- 671	2	37.0	572- 691	1244-1503
1486	EDUCATIONAL CREDENTIALS TECHNICIAN	35.9	544- 655	3	36.5	560- 674	1218-1466
1488	TECH INSTRUCT ASST. EVALUATION TECHNICIA Z	33.8	494- 594	5	34.4	508- 611	1105-1329
1489	TECH INSTRUCT ASST.BUSINESS LEARNING CTR	33.8	494- 594	0	34.4	508- 611	1105-1329
1490	MESSAGE CENTER SUPERVISOR	33.7	491- 591	1	34.3	505- 608	1098-1322
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...	44.2	803- 970	6	44.8	826- 998	1797-2171
1494	CLERK I	25.7	341- 409	0	26.3	351- 420	763- 914
1495	CLERK II	29.7	409- 491	0	30.3	420- 505	914-1098

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1496	CLERK III.....	32.2	458- 552	1	32.8	471- 567	1024-1233
1497	SUPERVISING CLERK I.....	34.7	514- 620	0	35.3	529- 638	1151-1388
1498	SUPERVISING CLERK II.....	37.4	583- 704	0	38.0	599- 724	1303-1575
1499	SUPERVISING CLERK III.....	40.4	671- 810	0	41.0	691- 834	1503-1814
1502	CONFID SECY TO DIR, PARKING AUTHORITY...	36.8	567- 684	1	37.4	583- 704	1268-1531
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	43.6	781- 943	1	44.2	803- 970	1747-2110
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....	41.8	717- 866	1	42.4	738- 891	1605-1938
1516	CONFIDENTIAL SECRETARY TO SUPT, SFCCD...	42.0	724- 874	1	42.6	745- 899	1620-1955
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...	41.3	701- 846	1	41.9	721- 870	1568-1892
1523	CONFINDENTIAL SECRETARY TO THE C.A.O.... Z	41.2	697- 842	1	41.8	717- 866	1559-1884
1528	ADMINISTRATIVE SECRETARY.....	37.8	594- 717	9	38.4	611- 738	1329-1605
1546	SECRETARY, COMMISSION ON THE AGING..... Z	37.8	594- 717	1	38.4	611- 738	1329-1605
1574	EXECUTIVE SECRETARY TO THE CONTROLLER... Z	36.3	554- 668	1	36.9	570- 688	1240-1496
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	31.2	438- 526	15	31.8	449- 541	977-1177
1626	JUNIOR ACCOUNT CLERK.....	27.7	374- 448	0	28.3	384- 460	835-1001
1630	ACCOUNT CLERK.....	31.2	438- 526	182	31.8	449- 541	977-1177
1632	SENIOR ACCOUNT CLERK.....	34.2	503- 605	65	34.8	517- 622	1124-1353
1634	PRINCIPAL ACCOUNT CLERK.....	36.9	570- 688	13	37.5	586- 707	1275-1538
1635	HEALTH CARE BILLING CLERK I.....	33.1	477- 575	7	33.7	491- 591	1068-1285
1636	HEALTH CARE BILLING CLERK II.....	35.6	536- 647	17	36.2	552- 664	1201-1444
1637	PATIENT ACCOUNTS CLERK.....	36.6	562- 677	5	37.2	578- 697	1257-1516
1638	ACCOUNTING MACHINE OPERATOR.....	31.7	448- 539	2	32.3	460- 554	1001-1205
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....	36.2	552- 664	12	36.8	567- 684	1233-1408
1663	PATIENT ACCOUNTS SUPERVISOR.....	40.6	677- 818	5	41.2	697- 842	1516-1831
1664	PATIENT ACCOUNTS MANAGER..... Z	45.6	858-1037	1	46.2	882-1067	1918-2321
1670	CONSUMERS ACCOUNTS SUPERVISOR..... Z	38.8	622- 752	1	39.4	641- 773	1394-1681
1803	POLICE STATISTICAL CLERK.....	35.6	536- 647	1	36.2	552- 664	1201-1444
1810	ACTUARIAL CLERK.....	32.7	469- 565	0	33.3	482- 580	1048-1262
1920	INVENTORY CLERK.....	31.9	451- 544	14	32.5	465- 560	1011-1218
1922	SENIOR INVENTORY CLERK.....	32.9	473- 570	0	33.5	487- 586	1059-1275
2110	MEDICAL RECORDS CLERK.....	33.0	475- 572	27	33.6	489- 589	1064-1281
2112	MEDICAL RECORDS TECHNICIAN.....	35.7	539- 650	11	36.3	554- 668	1205-1453
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...	39.2	634- 766	2	39.8	652- 788	1418-1714
2116	ASSISTANT DIRECTOR MEDICAL RECORDS..... Z	42.4	738- 891	3	43.0	758- 916	1649-1992
2118	DIRECTOR, MEDICAL RECORDS..... Z	49.4	1027-1243	1	50.0	1057-1279	2299-2782
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS	36.1	549- 661	0	36.7	565- 681	1229-1481
3650	MEDICAL RECORDS LIBRARIAN.....	37.3	580- 701	1	37.9	596- 721	1296-1568

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
4202	ASSESSMENT CLERK		31.2	438- 526	11	31.8	449- 541	977-1177
4306	COLLECTIONS CLERK		31.0	434- 521	3	31.6	446- 536	970-1166
4308	SENIOR COLLECTIONS CLERK		33.0	475- 572	3	33.6	489- 589	1064-1281
4310	COMMERCIAL DIV ASST SUPERVISOR	Z	37.0	572- 691	2	37.6	589- 710	1281-1544
4311	COMMERCIAL DIVISION SUPERVISOR	Z	42.8	752- 908	2	43.4	773- 934	1681-2031
4312	BOND AND COUPON SUPERVISOR		38.2	605- 731	1	38.8	622- 752	1353-1636
4320	CASHIER I		30.5	424- 510	15	31.1	436- 524	948-1140
4321	CASHIER II		32.5	465- 560	3	33.1	477- 575	1037-1251
4322	CASHIER III		36.7	565- 681	7	37.3	580- 701	1262-1525
4324	PARKING METER COLLECTOR		32.0	453- 546	0	32.6	467- 562	1016-1222
4326	PARKING METER COLLECTION SUPERVISOR		34.5	510- 614	0	35.1	524- 631	1140-1372
4328	CHIEF, PARKING METER COLLECTIONS		38.9	625- 755	0	39.5	644- 777	1401-1690
4334	INVESTIGATOR, TAX COLLECTOR		41.3	701- 846	9	41.9	721- 870	1568-1892
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		43.3	769- 929	7	43.9	792- 956	1723-2079
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		35.0	546- 658	1	36.6	562- 677	1222-1472
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		45.3	846-1022	2	45.9	870-1052	1892-2288
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		46.8	908-1099	1	47.4	934-1131	2031-2460
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		47.1	920-1114	1	47.7	947-1147	2060-2495
4366	COLLECTION SUPERVISOR, WATER DEPT		38.1	602- 728	1	38.7	620- 748	1349-1627
4370	ASSISTANT CASHIER, TAX COLLECTOR		34.5	510- 614	1	35.1	524- 631	1140-1372
4372	CASHIER, TAX COLLECTOR		40.2	664- 803	1	40.8	684- 826	1488-1797
5226	TRAFFIC SURVEY CODER-INTERVIEWER		3.79 HR		0		3.90 HR	
8102	PROCESS SERVER		28.5	388- 465	1	29.1	398- 477	866-1037
8106	LEGAL PROCESS CLERK		30.0	414- 498	30	30.6	426- 512	927-1114
8108	SENIOR LEGAL PROCESS CLERK		32.0	453- 546	10	32.6	467- 562	1016-1222
8112	ASSISTANT COURT CLERK		36.2	552- 664	10	36.8	567- 684	1233-1488
8115	ASSISTANT SUPERVISING COURT CLERK		41.2	697- 842	6	41.8	717- 866	1559-1884
8116	LEGISLATIVE CALENDAR CLERK		33.4	485- 583	1	34.0	498- 599	1083-1303
8118	LEGISLATION CLERK		37.7	591- 714	1	38.3	608- 735	1322-1599
8120	SENIOR LEGISLATION CLERK	Z	47.2	925-1120	1	47.8	952-1152	2071-2506
8134	CONFIDENTIAL CRIME REPORTER		37.6	589- 710	1	38.2	605- 731	1316-1590
8136	SENIOR CONFIDENTIAL CRIME REPORTER		39.6	647- 731	1	40.2	664- 803	1444-1747
8138	COURT REPORTER		40.6	677- 818	2	41.2	697- 842	1516-1831
8156	CLAIMS RECORDS SUPERVISOR		35.7	539- 650	0	36.3	554- 668	1205-1453
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		39.4	641- 773	1	40.0	658- 796	1431-1731
8170	MEDICAL CLAIMS SUPERVISOR	Z	44.4	810- 979	2	45.0	834-1008	1814-2192
8173	LEGAL ASSISTANT		41.5	707- 854	5	42.1	728- 878	1583-1910

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
9110	FARE COLLECTIONS RECEIVER.....	35.5	534- 644	31	36.1	549- 661	1194-1438
9112	FARE COLLECTIONS TELLER.....	38.0	599- 724	0	38.6	617- 745	1342-1620
9114	FARE COLLECTIONS CASHIER.....	39.0	628- 758	0	39.6	647- 781	1407-1699
9116	SENIOR FARE COLLECTIONS RECEIVER.....	38.0	599- 724	13	38.6	617- 745	1342-1620
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....	41.5	707- 854	1	42.1	728- 878	1583-1910
9118	TRANSIT REVENUE SUPERVISOR.....	44.2	803- 970	1	44.8	826- 998	1797-2171
9122	TRANSIT INFORMATION CLERK.....	35.0	521- 628	17	35.6	536- 647	1166-1407
9124	SENIOR TRANSIT INFORMATION CLERK.....	38.5	614- 742	3	39.1	631- 762	1372-1657
9125	CHIEF TRANSIT INFORMATION CLERK.....	41.2	697- 842	1	41.8	717- 866	1559-1884
9126	TRANSIT TRAFFIC CHECKER.....	37.5	586- 707	14	38.1	602- 728	1309-1583
9128	SENIOR TRANSIT TRAFFIC CHECKER.....	39.5	644- 777	1	40.1	661- 800	1438-1740
9131	STATION AGENT, MUNICIPAL RAILWAY.....	36.0	546- 658	49	36.6	562- 677	1222-1472
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.	39.5	644- 777	7	40.1	661- 800	1438-1740
9355	WHARFINGER I.....	37.7	591- 714	7	38.3	606- 735	1320-1599
9356	WHARFINGER II.....	41.0	691- 834	1	41.6	710- 858	1544-1866
9357	CHIEF WHARFINGER..... Z	47.0	916-1109	1	47.6	943-1141	2051-2482

NUMBER OF CLASSES THIS BENCHMARK..... 164
NUMBER OF POSITIONS THIS BENCHMARK..... 3684

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1650 ACCOUNTANT

1980-81 SALARY SCHEDULE 36.0 APPROX $1188 - $1303 - $1431 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	150	1188	1303	1431		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	596	1275	1375	1423	819,500											
STATE OF CALIFORNIA	48	1242	1366	1489	65,568	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	38	1022	1176	1329	44,688	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	150	1266	1456	1646	218,400	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	6	1406	1470	1533	8,820	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	4	1326	1469	1612	5,876	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	2	1342	1477	1612	2,954	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	14	1260	1418	1576	19,852	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	1204	1329	1454	2,658	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	3	1365	1503	1641	4,509	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	2	1516	1680	1843	3,360	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF OAKLAND	15	1528	1610	1691	24,150	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	4	1401	1553	1704	6,212	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1515	1678	1840	1,678	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	5	1518	1644	1769	8,220	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	5	1376	1516	1656	7,580	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	0	1376	1516	1656	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 16	895		.....		1,244,025											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1390

RATE RANGE 1251 TO 1529

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 1650	ACCOUNTANT	Z	36.0	546- 658	150	37.3	580- 701	1262-1525
1652	SENIOR ACCOUNTANT	Z	40.0	658- 796	87	41.3	701- 846	1525-1840
1654	PRINCIPAL ACCOUNTANT	Z	44.0	796- 961	57	45.3	846-1022	1840-2223
1655	SYSTEMS ACCOUNTANT	Z	45.0	834-1008	6	46.3	887-1073	1929-2334
1656	HEAD ACCOUNTANT	Z	48.0	961-1163	36	49.3	1022-1237	2223-2690
1657	SENIOR SYSTEMS ACCOUNTANT	Z	49.0	1008-1220	2	50.3	1073-1298	2334-2823
1658	CHIEF ACCOUNTANT	Z	51.7	1147-1388	18	53.0	1220-1477	2654-3212
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	52.5	1191-1443	1	53.8	1267-1535	2756-3339
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	52.7	1203-1457	1	54.0	1279-1550	2782-3371
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		54.3	1298-1573	1	55.6	1381-1674	3004-3641
1679	FINANCIAL REPORTS SPECIALIST	Z		1640-1640	1		1747-1747	
1802	RESEARCH ASSISTANT	Z	37.0	572- 691	7	38.3	608- 735	1322-1599
1804	STATISTICIAN	Z	40.5	674- 814	10	41.8	717- 866	1559-1884
1806	SENIOR STATISTICIAN	Z	44.0	796- 961	6	45.3	846-1022	1840-2223
1812	ASSISTANT RETIREMENT ANALYST	Z	38.8	622- 752	4	40.1	661- 800	1438-1740
1813	RETIREMENT ANALYST	Z	42.8	752- 908	4	44.1	800- 966	1740-2101
1814	ASSISTANT ACTUARY	Z	48.5	984-1191	1	49.8	1047-1267	2277-2756
1816	ACTUARY	Z	55.2	1355-1642	1	56.5	1443-1748	3139-3802
1826	ASSOCIATE BUDGET ANALYST	Z	46.8	908-1099	0	48.1	966-1169	2101-2543
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	50.3	1073-1298	2	51.6	1141-1381	2482-3004
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR	Z	56.2	1421-1723	1	57.5	1513-1835	3291-3991
1832	BUSINESS MANAGER, CITY COLLEGE	Z	54.7	1323-1603	1	56.0	1407-1706	3060-3711
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z		1660-1660	1		1768-1768	
1896	DIRECTOR, WELFARE AUDITS	Z	50.3	1073-1298	1	51.6	1141-1381	2482-3004
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	44.2	803- 970	1	45.5	854-1032	1857-2245
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	52.2	1174-1421	1	53.5	1249-1513	2717-3291
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	45.0	834-1008	1	46.3	887-1073	1929-2334
4220	PERSONAL PROPERTY AUDITOR	Z	40.0	658- 796	28	41.3	701- 846	1525-1840
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	44.0	796- 961	15	45.3	846-1022	1840-2223
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	48.0	961-1163	10	49.3	1022-1237	2223-2690
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	50.0	1057-1279	1	51.3	1125-1362	2447-2962
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	51.7	1147-1388	2	53.0	1220-1477	2654-3212
8336	BUSINESS MANAGER, JUVENILE COURT	Z	48.2	970-1174	1	49.5	1032-1249	2245-2717
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	43.5	777- 938	0	44.8	826- 998	1797-2171
9384	CHIEF, BUR OF ADMIN FINANCE, PORT		57.2	1491-1809	1	58.5	1588-1927	3454-4191
9385	BUSINESS SERVICE OFFICER, PORT OF SF		39.5	644- 777	0	40.8	684- 826	1488-1797

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 460

1720 DATA ENTRY OPERATOR

1980-81 SALARY SCHEDULE 30.8 APPROX $935 - $1024 - $1124 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	98	935	1024	1125		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	3902	956	1059	1281	4,132,218											
STATE OF CALIFORNIA	28	977	1064	1150	29,792	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	128	814	936	1058	119,808	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	110	914	1051	1187	115,610	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	7	961	1051	1140	7,357	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	19	940	1041	1142	19,779	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	9	914	1004	1094	9,036	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	16	891	1003	1115	16,048	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	60	943	1039	1134	62,340	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	4	1138	1192	1246	4,768	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	1	1057	1171	1285	1,171	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF FREMONT	0	1038	1126	1214	0	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF HAYWARD	3	884	972	1059	2,916	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	7	1101	1160	1218	8,120	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	0	1210	1316	1421	0	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	7	1011	1142	1263	7,994	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1023	1133	1243	1,133	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1127	1220	1313	4,880	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	4	919	1019	1119	4,076	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	8	997	1096	1194	8,688	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	29	978	1064	1149	30,856	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 20	4347		.....		4,596,590											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1055

RATE RANGE 950 TO 1161

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
* 1720	DATA ENTRY OPERATOR.....	30.8	430- 517	98	31.5	444- 534	966-1161
1721	SENIOR DATA ENTRY OPERATOR.....	32.8	471- 567	9	33.5	487- 586	1059-1275
1724	SENIOR TABULATING MACHINE OPERATOR.....	37.0	572- 691	7	37.7	591- 714	1285-1553
1726	PRINCIPAL TABULATING MACHINE OPERATOR...	39.5	644- 777	5	40.2	664- 803	1444-1747
1727	SUPERVISING DATA ENTRY OPERATOR.....	34.8	517- 622	2	35.5	534- 644	1161-1401
1728	TABULATING DIVISION SUPERVISORS..... Z	45.6	858-1037	4	46.3	887-1073	1929-2334
1833	TAPE LIBRARIAN, EDP.....	30.8	430- 517	0	31.5	444- 534	966-1161
1832	SENIOR TAPE LIBRARIAN.....	32.8	471- 567	0	33.5	487- 586	1059-1275
1853	CONTROL CLERK, EDP.....	32.8	471- 567	19	33.5	487- 586	1059-1275
1855	SENIOR CONTROL CLERK, EDP.....	34.8	517- 622	8	35.5	534- 644	1161-1401
1856	ASST CONTROL SUPERVISOR, EDP.....	36.6	562- 677	3	37.3	580- 701	1262-1525
1858	CONTROL SUPERVISOR, EDP.....	39.1	631- 762	3	39.8	652- 788	1418-1714

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 158

1736 COMPUTER OPERATOR II

1980-81 SALARY SCHEDULE 34.3 APPROX $1098 - $1205 - $1322 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	11	1098	1205	1322		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	1145	1116	1250	1443	1,431,250										
STATE OF CALIFORNIA	4	1130	1241	1352	4,964	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	39	1139	1310	1481	51,090	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	70	1266	1456	1646	101,920	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	13	1121	1226	1331	15,938	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	9	1203	1333	1462	11,997	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	3	1168	1286	1403	3,858	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	6	1132	1274	1415	7,644	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	9	1099	1212	1324	10,908	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	1	1306	1368	1430	1,368	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF CONCORD	1	1297	1437	1576	1,437	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00	10-15-20-20
CITY OF HAYWARD	1	1085	1193	1300	1,193	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF OAKLAND	0	1272	1339	1406	0	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF RICHMOND	0	1365	1490	1614	0	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	4	1253	1388	1523	5,552	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SANTA CLARA	1	1276	1415	1554	1,415	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
CITY OF SUNNYVALE	1	1456	1613	1770	1,613	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	5	1341	1451	1560	7,255	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1203	1332	1461	1,332	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	1	1174	1293	1411	1,293	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	23	1174	1293	1411	29,739	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 20	1337				1,691,766										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1265

RATE RANGE 1139 TO 1392

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. HO. SALARY
1731	COMPUTER OPERATOR TRAINEE.....		427- 427	0		448- 448	
1734	COMPUTER OPERATOR I.....	32.0	453- 546	5	33.0	475- 572	1033-1244
* 1736	COMPUTER OPERATOR II.....	34.3*	505- 608	11	35.3*	529- 638	1151-1388
1737	SENIOR COMPUTER OPERATOR.....	36.6*	562- 677	4	37.6*	589- 710	1281-1544
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR.... Z	40.1*	661- 800	1	41.1*	694- 838	1509-1823
1739	COMPUTER OPERATIONS SUPERVISOR II..... Z	45.1	838-1013	2	46.1	878-1062	1910-2310
1741	COMPUTER OPERATIONS SUPERVISOR I..... Z	41.6*	710- 858	0	42.6*	745- 899	1620-1955
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...	33.4	485- 583	0	34.4	508- 611	1105-1329
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV Z	47.1	920-1114	0	48.1	966-1169	2101-2543
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR.. Z	45.1	838-1013	0	46.1	878-1062	1910-2310
1868	TELEPROCESSING TECHNICIAN.....	37.6	589- 710	1	38.6	617- 745	1342-1620

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 24

1760 OFFSET MACHINE OPERATOR

1980-81 SALARY SCHEDULE 32.5 APPROX $1011 - $1109 - $1218 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1011	1109	1218		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	329	1028	1150	1320	378,350											
STATE OF CALIFORNIA	8	1025	1119	1213	8,952	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	8	814	936	1058	7,488	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	1274	1274	1274	6,370	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	5	1002	1110	1218	5,550	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	1116	1228	1340	1,228	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	4	1023	1151	1278	4,604	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	6	1049	1156	1263	6,936	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1162	1218	1274	1,218	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF FREMONT	2	1120	1218	1315	2,436	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF HAYWARD	1	1085	1193	1300	1,193	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	6	1188	1252	1315	7,512	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	4	1099	1217	1335	4,868	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1154	1282	1409	1,282	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1182	1278	1374	1,278	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	1391	1451	1510	1,451	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	6	966	1070	1173	6,420	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	938	1020	1102	2,040	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	7	938	1020	1102	7,140	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 18	393		.....		449,946											
FLAT RATE TOTALS	5		.....		6,370											
COMBINED TOTAL	398															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1145 *
* RATE RANGE 1031 TO 1260 *

WEIGHTED AVERAGE OF THE FLAT RATES 1274 TO 1274

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1034 TO 1260 *
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* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1740	BLUEPRINTING MACHINE OPERATOR.....	30.8	430- 517	1	31.5	444- 534	966-1161
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	32.5	465- 560	1	33.2	480- 578	1044-1257
1750	MICROPHOTO TECHNICIAN.....	30.8	430- 517	3	32.2	458- 552	996-1201
1752	SENIOR MICROPHOTO TECHNICIAN.....	34.0	498- 599	1	35.7	539- 650	1172-1414
* 1760	OFFSET MACHINE OPERATOR.....	32.5	465- 560	17	33.2	480- 578	1044-1257
1762	SENIOR OFFSET MACHINE OPERATOR.....	35.8	541- 652	5	36.5	560- 674	1218-1466
1763	REPRODUCTION SUPERVISOR I.....	36.8	567- 684	0	37.5	586- 707	1275-1538
[illegible]	MAIL AND REPRODUCTION SERVICE SUPERVISOR	36.8	567- 684	4	37.5	586- 707	1275-1538
1772	PHOTO-LITHOGRAPHER.....	35.8	541- 652	1	36.5	560- 674	1218-1466
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	39.8	652- 788	1	40.5	674- 814	1466-1770

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 34

16

1770 PHOTOGRAPHER

1980-81 SALARY SCHEDULE 36.9 APPROX $1240 - $1359 - $1496 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	1240	1359	1496		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	93	1206	1383	1704	128,619											
STATE OF CALIFORNIA	1	1352	1489	1626	1,489	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	3	1022	1176	1329	3,528	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	5	1139	1310	1481	6,550	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	14	1266	1456	1646	20,384	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	2	1436	1579	1721	3,158	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	3	1234	1362	1489	4,086	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	0	1278	1406	1533	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF SAN JOSE	1	1501	1663	1825	1,663	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1341	1486	1630	1,486	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1262	1398	1534	1,398	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	1	1317	1451	1584	1,451	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 10	125	....			173,812											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1390

RATE RANGE 1251 TO 1529

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 1770	PHOTOGRAPHER.....	36.9	570- 688	1	37.3	580- 701	1262-1525
1774	HEAD PHOTOGRAPHER.....	37.9	596- 721	1	38.3	608- 735	1322-1599
3534	MUSEUM PHOTOGRAPHER.....	37.9	596- 721	1	38.3	608- 735	1322-1599

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 3

1840 JUNIOR MANAGEMENT ASSISTANT

1980-81 SALARY SCHEDULE 36.9 APPROX $1240 - $1359 - $1496 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	1240	1359	1496		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	27	1352	1489	1626	40,203	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	7	1356	1422	1488	9,954	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	5	1306	1447	1588	7,235	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	0	1235	1365	1494	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	6	1328	1495	1661	8,970	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	29	1069	1184	1299	34,336	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	9	1365	1503	1641	13,527	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	1	1561	1730	1898	1,730	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF HAYWARD	3	1135	1258	1380	3,774	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	27	1388	1814	2240	48,978	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	3	1342	1487	1631	4,461	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SUNNYVALE	4	1566	1735	1904	6,940	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
U.C.MEDICAL CENTER S.F.	5	1376	1516	1656	7,580	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	10	1376	1516	1656	15,160	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 14	136		.....		202,848											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1492  *
*                        R A T E   R A N G E   1343 TO 1641   *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	47.6	943-1141	1	49.5	1032-1249	2245-2717
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	51.8	1152-1394	1	53.7	1261-1528	2743-3323
1115	CHIEF INVESTMENT OFFICER.....	Z	58.4	1580-1918	0	60.3	1731-2104	3765-4576
1491	ASSOCIATE REGISTRAR, SFCCD.....	Z		808- 808	1		885- 885	
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	41.7	714- 862	1	43.6	781- 943	1699-2051
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	42.3	735- 887	1	44.2	803- 970	1747-2110
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	45.6	858-1037	1	47.5	938-1136	2040-2471
1535	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z		1082-1082	1		1185-1185	
1539	SECRETARY, FIRE COMMISSION.....	Z	48.7	994-1203	1	50.6	1088-1316	2366-2862
1544	SECRETARY, LIBRARY COMMISSION.....	Z	46.1	878-1062	1	48.0	961-1163	2090-2530
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	41.6	710- 858	1	43.5	777- 938	1690-2040
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	46.6	899-1088	1	48.5	984-1191	2140-2590
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	53.6	1255-1520	1	55.5	1375-1666	2991-3624
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	46.8	908-1099	1	48.7	994-1203	2162-2617
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	59.4	1658-2014	0	61.3	1818-2209	3954-4805
1815	MANAGEMENT AIDE.....			982- 982	1		1075-1075	
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	35.4	557- 671	1	38.3	600- 735	1302-1599
1822	ADMINISTRATIVE ANALYST.....	Z	43.9	792- 956	8	45.8	866-1047	1884-2277
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	46.9	912-1104	11	48.8	998-1208	2171-2627
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	50.1	1062-1285	8	52.0	1163-1407	2530-3060
1825	MANAGEMENT ANALYST.....	Z	48.1	966-1169	1	50.0	1057-1279	2299-2782
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	44.1	800- 966	1	46.0	874-1057	1901-2299
1829	OPERATIONS ANALYST.....	Z	41.1	694- 838	19	43.0	758- 916	1649-1992
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		746- 746	11		817- 817	
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		41.7	714- 862	0	43.6	781- 943	1699-2051
* 1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	36.9	570- 688	14	38.8	622- 752	1353-1636
1842	MANAGEMENT ASSISTANT.....	Z	40.9	688- 830	40	42.8	752- 908	1636-1975
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	44.4	810- 979	48	46.3	887-1073	1929-2334
1845	EXECUTIVE REPRESENTATIVE.....		47.2	925-1120	0	49.1	1013-1226	2203-2667
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	47.1	920-1114	1	49.0	1008-1220	2192-2654
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	45.0	834-1008	1	46.9	912-1104	1984-2401
1848	MAYOR'S PROGRAM CONSULTANT.....	Z		811- 811	4		888- 888	
1849	MAYOR'S PROGRAM MANAGER.....	Z		1216-1216	5		1332-1332	
1659	ASST TO THE DIRECTOR OF INFORMATION.....	Z	42.6	745- 899	1	44.5	814- 984	1770-2140
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		1366-1366	1		1496-1496	
2119	HEALTH CARE ANALYST.....	Z	44.4	810- 979	1	46.3	887-1073	1929-2334
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	44.9	830-1003	1	46.8	908-1099	1975-2390

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	50.1	1062-1285	1	52.0	1163-1407	2530-3060
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	44.0	796- 961	0	45.9	870-1052	1892-2288
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	45.8	866-1047	4	47.7	947-1147	2060-2495
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	53.7	1261-1528	7	55.6	1381-1674	3004-3641
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z		1533-1877	4	59.8	1690-2053	3676-4465
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	50.6	1088-1316	6	52.5	1191-1443	2590-3139
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	55.1	1349-1634	8	57.0	1477-1791	3212-3895
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	52.7	1203-1457	1	54.6	1316-1596	2862-3471
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		46.7	903-1093	0	48.6	989-1197	2151-2603
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	44.2	803- 970	1	46.1	878-1062	1910-2310
3268	MUNICIPAL STADIUMS MANAGER.....	Z	45.3	846-1022	1	47.2	925-1120	2012-2436
3480	FARMERS MARKET MANAGER.....		38.5	614- 742	1	40.4	671- 810	1459-1762
3588	ASST DIRECTOR FOR ADMISTRATION, MUSEUMS.	Z	46.9	912-1104	0	48.8	998-1208	2171-2627
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	45.9	870-1052	1	47.8	952-1152	2071-2506
4280	ADMINISTRATIVE ASSISTANT TO ASSESSOR....	Z	50.6	1088-1316	0	52.5	1191-1443	2590-3139
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	44.8	826- 998	1	46.7	903-1093	1964-2377
4331	SECURITY ANALYST.....	Z	50.1	1062-1285	0	52.0	1163-1407	2530-3060
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	52.1	1169-1414	0	54.0	1279-1550	2782-3371
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	54.8	1329-1611	1	56.7	1457-1765	3169-3839
5111	DEPUTY FOR DEVELOPMENT.....	Z		2013-2013	0		2204-2204	
5183	WATER DEPT ASST GENERAL MANAGER, ADMIN.	Z	56.0	1407-1706	0	57.9	1543-1871	3356-4069
5184	WATER DEPT ASST GEN MGR, ASST CHIEF ENGR	Z	58.5	1538-1927	0	60.4	1740-2115	3785-4600
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z		1949-1949	1		2134-2134	
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	54.4	1384-1680	0	56.3	1429-1731	3108-3765
5192	ASSIGNMENT TO DIRECTOR OF PUBLIC WORKS..		57.9	1543-1871	1	59.8	1690-2053	3676-4465
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	44.6	818- 989	1	46.5	895-1083	1947-2356
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	46.3	887-1073	1	48.2	970-1174	2110-2553
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	45.9	870-1052	1	47.8	952-1152	2071-2506
9383	DEPUTY PORT DIRECTOR	Z	58.4	1580-1918	1	60.3	1731-2104	3765-4576
9387	PORT TRAFFIC MANAGER.....	Z	47.9	956-1158	1	49.8	1047-1267	2277-2756
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....		59.0	1626-1975	1	60.9	1782-2166	3876-4711
9389	PORT TRAFFIC ANALYST.....	Z	40.9	600- 830	0	42.8	752- 900	1636-1975
9398	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	50.1	1062-1285	1	52.0	1163-1407	2530-3060
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z		444- 444	0		486- 486	
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z		511- 511	0		560- 560	
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z		581- 581	0		636- 636	
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z		668- 668	0		731- 731	

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1640 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		766- 766	0		839- 839	
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		883- 883	0		967- 967	
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		1018-1018	0		1115-1115	
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1174-1174	0		1286-1286	
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1351-1351	0		1479-1479	
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1486-1486	0		1627-1627	
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		1636-1636	0		1791-1791	
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		1798-1798	3		1969-1969	
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		1978-1978	0		2166-2166	
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		2076-2076	0		2273-2273	
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		2181-2181	0		2388-2388	

NUMBER OF CLASSES THIS BENCHMARK..... 85
NUMBER OF POSITIONS THIS BENCHMARK..... 240

1872 PROGRAMMER ANALYST

1980-81 SALARY SCHEDULE 41.9 APPROX $1568 - $1723 - $1892 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	1568	1723	1892		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	14	1626	1791	1956	25,074	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
CONTRA COSTA COUNTY	1	1494	1655	1816	1,655	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	0	1408	1551	1693	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	2	1321	1399	1477	2,798	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	10	1509	1667	1824	16,670	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF CONCORD	3	1509	1672	1834	5,016	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF OAKLAND	0	1539	1620	1700	0	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	6	1798	1992	2185	11,952	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1722	1866	2010	3,732	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	3	1650	1827	2003	5,481	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	7	1860	2052	2243	14,364	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	48	1860	2052	2243	98,496	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 12	96	.....			185,238											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1930  *
*                          R A T E   R A N G E   1737 TO 2123 *
*                                                             *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 1872 PROGRAMMER ANALYST

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ... Z	43.0	758- 916	1	45.4	850-1027	1849-2234
1862	SYSTEMS AND PROCEDURES ANAYLST..... Z	43.0	758- 916	8	45.4	850-1027	1849-2234
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ Z	46.0	874-1057	2	48.4	979-1185	2129-2577
1864	SR SYSTEMS AND PROCEDURES ANALYST..... Z	46.0	874-1057	11	48.4	979-1185	2129-2577
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ.. Z	49.0	1008-1220	0	51.4	1131-1368	2460-2975
1866	SYSTEMS AND PROCEDURES SUPERVISOR..... Z	49.0	1008-1220	8	51.4	1131-1368	2460-2975
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN	41.9	721- 870	0	44.3	807- 975	1755-2121
1870	PROGRAMMER ANALYST TRAINEE..... Z	39.9	655- 792	3	42.3	735- 837	1599-1929
* 1872	PROGRAMMER ANALYST..... Z	41.9	721- 870	20	44.3	807- 975	1755-2121
1873	SOFTWARE ANALYST..... Z	47.9	956-1158	2	50.3	1073-1298	2334-2823
1874	SENIOR PROGRAMMER ANALYST..... Z	44.9	830-1003	7	47.3	929-1125	2021-2447
1875	SENIOR SOFTWARE ANALYST..... Z	49.9	1052-1273	1	52.3	1180-1429	2567-3108
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV Z	47.9	956-1158	6	50.3	1073-1298	2334-2823
1877	SUPERVISING SOFTWARE ANALYST..... Z	52.4	1185-1436	0	54.8	1329-1611	2891-3504
1879	PROJECT MANAGER, SPECIAL PROJECT..... Z	55.2	1355-1642	0	57.6	1520-1844	3306-4011
1880	CHIEF OF SYSTEMS..... Z	55.2	1355-1642	1	57.6	1520-1844	3306-4011
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, FUC Z		1781-1781	1		1995-1995	
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....	43.5	777- 938	1	45.9	870-1052	1892-2288

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 72

1934 STOREKEEPER

1980-81 SALARY SCHEDULE 34.5 APPROX $1109 - $1218 - $1335 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E						B E N E F I T S				
CITY & COUNTY SAN FRANCISCO	39	1109	1218	1335		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	31	1093	1200	1307	37,200	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	9	1263	1399	1535	12,591	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	1	1132	1274	1415	1,274	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	14	1016	1119	1222	15,666	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF HAYWARD	2	1224	1326	1427	2,652	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	22	1307	1377	1446	30,294	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	1	1365	1490	1614	1,490	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	6	1253	1388	1523	8,328	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1214	1347	1480	1,347	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	1	1338	1482	1626	1,482	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	5	1564	1564	1564	7,820	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	7	1564	1564	1564	10,948	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	8	1166	1192	1218	9,536	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	12	1260	1386	1511	16,632	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	18	1232	1355	1477	24,390	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 14	126		.....		162,882											
FLAT RATE TOTALS	12		.....		18,768											
COMBINED TOTAL	138															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1293 *
* R A T E R A N G E 1164 TO 1422 *

WEIGHTED AVERAGE OF THE FLAT RATES 1564 TO 1564

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1199 TO 1434 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 1934 STOREKEEPER

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
1914	FILM SERVICE TECHNICIAN.....	31.8	449- 541	3	34.0	498- 599	1083-1303
1915	SENIOR FILM SERVICE TECHNICIAN.....	32.8	471- 567	0	35.0	521- 628	1133-1366
1924	MATERIALS AND SUPPLIES SUPERVISOR.....	33.8	494- 594	4	35.3	529- 638	1151-1388
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	36.5	560- 674	4	38.0	599- 724	1303-1575
1932	ASSISTANT STOREKEEPER.....	32.5	465- 560	25	34.0	498- 599	1083-1303
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...	35.1	524- 631	14	36.6	562- 677	1222-1472
* 1934	STOREKEEPER.....	34.5	510- 614	39	36.0	546- 658	1188-1431
1936	SENIOR STOREKEEPER.....	37.0	572- 691	15	38.5	614- 742	1335-1614
1938	STORES AND EQUIPMENT ASST SUPERVISOR....	40.0	658- 796	1	41.5	707- 854	1538-1857
1939	SCHOOL WAREHOUSE SUPERVISOR..... Z	37.5	586- 707	2	39.0	628- 758	1366-1649
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	43.5	777- 938	1	45.0	834-1008	1814-2192
1948	CODING SUPERVISOR, PURCHASING DEPT.....	41.0	691- 834	0	42.5	742- 895	1614-1947
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	37.6	589- 710	4	39.1	631- 762	1372-1657
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....	32.3	460- 554	4	33.8	494- 594	1074-1292
7550	SCHOOL FURNITURE SERVICE WORKER.....	34.1	500- 602	14	35.6	536- 647	1166-1407

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 130

22

1952 PURCHASER

1980-81 SALARY SCHEDULE 41.1 APPROX $1509 - $1657 - $1823 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1509	1657	1823		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	0	1782	1966	2149	0	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
ALAMEDA COUNTY	5	1663	1828	1992	9,140	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	2	1207	1337	1467	2,674	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	2	1343	1478	1613	2,956	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	1	1508	1697	1886	1,697	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	9	1667	1842	2017	16,578	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	2	1399	1540	1680	3,080	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF OAKLAND	5	1867	1964	2061	9,820	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF SAN JOSE	5	1530	1696	1861	8,480	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SANTA CLARA	1	1667	1847	2026	1,847	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
CITY OF SUNNYVALE	1	1609	1783	1956	1,783	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	3	1765	1912	2059	5,736	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	1	1817	2004	2191	2,004	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	5	1511	1664	1817	8,320	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	2	1511	1664	1817	3,328	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	6	1817	2004	2191	12,024	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
A.C. TRANSIT	1	1878	1975	2072	1,975	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65- 78.65	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	1576	1741	1906	1,741	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00	15-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	1996	2204	2411	2,204	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00	15-15-20-30
TOTALS ... 16	53	....			95,387										

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1800
* RATE RANGE 1620 TO 1980

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1928	SCHOOL SUPPLIES ANALYST.....	Z	41.1	694- 838	2	42.8	752- 908	1636-1975
1950	ASSISTANT PURCHASER.....	Z	34.6	512- 617	1	36.3	554- 668	1205-1453
* 1952	PURCHASER.....	Z	41.1	694- 838	10	42.8	752- 908	1636-1975
1954	PURCHASER, PRINTING.....	Z	41.1	694- 838	2	42.8	752- 908	1636-1975
1956	SENIOR PURCHASER.....	Z	45.1	838-1013	6	46.8	908-1099	1975-2390
1958	SUPERVISING PURCHASER.....	Z	47.7	947-1147	1	49.4	1027-1243	2234-2704

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 22

2230 PHYSICIAN SPECIALIST

1980-81 SALARY SCHEDULE 57.2 APPROX $3243 - $3571 - $3935 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	140	3243	3571	3935		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	12	4068	4450	4832	53,400	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	24	3156	3629	4102	87,096	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	199	3712	3944	4176	784,856	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
CONTRA COSTA COUNTY	19	3551	4042	4532	76,798	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	3241	3241	3241	3,241	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
MARIN COUNTY	7	2825	3123	3420	21,861	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	19	3041	3421	3800	64,999	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	3038	3366	3693	6,732	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	25	3270	3623	3976	90,575	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	3	3687	4076	4464	12,228	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	4	4057	4484	4910	17,936	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	2	4057	4484	4910	8,968	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	9	3687	4076	4464	36,684	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	619	3558	4104	4649	2,540,376	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
TOTALS ... 9	944	.....			3,802,509											
FLAT RATE TOTALS	1	.....			3,241											
COMBINED TOTAL	945															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 4028 *
* RATE RANGE 3625 TO 4431 *

WEIGHTED AVERAGE OF THE FLAT RATES 3241 TO 3241

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 3625 TO 4430 *
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* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
2210	DENTIST	Z	55.7	1388-1682	9	58.1	1558-1890	3389-4111
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	58.1	1558-1890	1	60.5	1748-2124	3802-4620
2220	PHYSICIAN	Z	56.2*	1421-1723	28	58.6*	1596-1936	3471-4211
2222	SENIOR PHYSICIAN	Z	57.2	1491-1809	2	59.6	1674-2033	3641-4422
* 2230	PHYSICIAN SPECIALIST	Z	57.2*	1491-1809	140	59.6*	1674-2033	3641-4422
2232	SENIOR PHYSICIAN SPECIALIST	Z	58.2*	1565-1899	26	60.6*	1756-2135	3819-4644
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	59.7	1682-2043	5	62.1	1890-2297	4111-4996
2234	DISTRICT HEALTH OFFICER	Z	59.7	1682-2043	2	62.1	1890-2297	4111-4996
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH	Z	59.7	1682-2043	2	62.1	1890-2297	4111-4996
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	54.6	1316-1596	1	57.0	1477-1791	3212-3895
2240	RADIOLOGIST	Z	58.6	1596-1936	1	61.0	1791-2178	3895-4737
2250	DIRECTOR OF CLINICAL SERVICES	Z	59.7*	1682-2043	8	62.1*	1890-2297	4111-4996
2458	TOXICOLOGIST	Z	55.5	1375-1666	1	57.9	1543-1871	3356-4069

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 226

2312 LICENSED VOCATIONAL NURSE

1980-81 SALARY SCHEDULE 34.7 APPROX $1118 - $1229 - $1349 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	140	1118	1229	1349		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	2399	1244	1271	1271	3,049,129											
STATE OF CALIFORNIA	62	1063	1165	1267	72,230	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	68	914	1051	1187	71,468	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	336	1022	1176	1329	395,136	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	223	1246	1310	1373	292,130	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	127	1075	1191	1306	151,257	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	40	1099	1200	1300	48,000	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	125	1083	1194	1305	149,250	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1131	1200	1269	1,200	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	25	1203	1290	1376	32,250	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 9	3406			.....	4,262,050											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1251

RATE RANGE 1126 TO 1376

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
I120	SENIOR ORDERLY	34.3	505- 608	4	34.7	514- 620	1118-1349
2120	INSTITUTIONAL ADMITTING OFFICER	42.1	720- 878	1	42.5	742- 895	1614-1947
2130	EMERGENCY HOSPITAL SERV ASST SUPT Z	48.9	1003-1214	0	49.3	1022-1237	2223-2690
2132	EMERGENCY HOSPITAL SERV SUPT Z	51.1	1114-1349	0	51.5	1136-1375	2471-2991
2301	ORDERLY TRAINEE		447- 447	0		456- 456	
2302	ORDERLY	33.3	482- 580	591	33.7	491- 591	1068-1285
2304	PSYCHIATRIC ORDERLY	34.0	498- 599	1	34.4	508- 611	1105-1329
2305	PSYCHIATRIC TECHNICIAN	35.0	521- 628	55	35.4	531- 641	1155-1394
2306	SENIOR PSYCHIATRIC ORDERLY	36.0	546- 658	3	36.4	557- 671	1211-1459
2310	OPERATING ROOM TECHNICIAN	35.0	521- 628	14	35.4	531- 641	1155-1394
* 2312	LICENSED VOCATIONAL NURSE	34.7	514- 620	140	35.1	524- 631	1140-1372
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH	34.3	505- 608	47	34.7	514- 620	1118-1349
2392	SR CENTRAL PROCESSING AND DISTR TECH	39.7	650- 785	4	40.1	661- 800	1438-1740
2406	PHARMACY HELPER	34.0	498- 599	6	34.4	508- 611	1105-1329
2408	SENIOR PHARMACY HELPER	36.0	546- 658	1	36.4	557- 671	1211-1459
2409	PHARMACY TECHNICIAN	37.0	572- 691	15	37.4	583- 704	1268-1531
2416	BACTERIOLOGICAL LABORATORY ASSISTANT	31.5	444- 534	6	31.9	451- 544	981-1183
2420	HISTOLOGY TECHNICIAN	38.3	608- 735	1	38.7	620- 748	1349-1627
2440	VETERINARY LABORATORY TECHNOLOGIST	38.2	605- 731	1	38.6	617- 745	1342-1620
2502	STERILIZER OPERATOR	33.3	482- 580	0	33.7	491- 591	1068-1285
2514	ORTHOPEDIC TECHNICIAN I	35.0	521- 628	3	35.4	531- 641	1155-1394
2515	ORTHOPEDIC TECHNICIAN II	36.0	546- 658	1	36.4	557- 671	1211-1459
2520	MORGUE ATTENDANT	33.5	487- 586	3	33.9	496- 596	1079-1296
2522	SENIOR MORGUE ATTENDANT	35.0	521- 628	4	35.4	531- 641	1155-1394
2526	AMBULANCE DRIVER	43.9	792- 956	34	44.3	807- 975	1755-2121
2528	MEDICAL STEWARD	43.9*	792- 956	41	44.3*	807- 975	1755-2121
2530	SENIOR MEDICAL STEWARD	45.4	850-1027	9	45.8	866-1047	1834-2277
2585	HEALTH WORKER I	27.3	367- 440	39	27.7	374- 448	813- 974
2586	HEALTH WORKER II	29.8	411- 494	46	30.2	418- 503	909-1094
2587	HEALTH WORKER III	33.3	482- 580	34	33.7	491- 591	1068-1285
2588	HEALTH WORKER IV	37.0	572- 691	17	37.4	583- 704	1268-1531
2589	HEALTH PROGRAM COORDINATOR I Z	40.0	658- 796	6	40.4	671- 810	1459-1762
2591	HEALTH PROGRAM COORDINATOR II Z	43.0	758- 916	5	43.4	773- 934	1681-2031
2593	HEALTH PROGRAM COORDINATOR III Z	46.5	895-1083	8	46.9	912-1104	1984-2401
7303	BARBER	35.3	529- 638	2	35.7	539- 650	1172-1414
7324	BEAUTICIAN	35.3	529- 638	2	35.7	539- 650	1172-1414

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 1154

2320 REGISTERED NURSE

1980-81 SALARY SCHEDULE 41.5 APPROX $1538 - $1690 - $1857 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	688	1538	1690	1857		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	7175	1658	1724	1724	12,369,700											
STATE OF CALIFORNIA	5	1416	1559	1702	7,795	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	539	1549	1782	2014	960,498	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	339	1681	1773	1865	601,047	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	111	1236	1554	1872	172,494	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	6	1325	1465	1604	8,790	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	105	1576	1669	1761	175,245	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	337	1362	1488	1613	501,456	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1443	1530	1617	1,530	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	11	1509	1623	1736	17,853	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	319	1581	1700	1818	542,300	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	20	1546	1703	1860	34,060	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	0	1411	1552	1693	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 11	8968	.....			15,392,768											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1716 *

* RATE RANGE 1544 TO 1888 *

* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2320 REGISTERED NURSE *
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CLASS	CLASS TITLE - DESCRIPTION		.....1980-81..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1981-82 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
* 2320	REGISTERED NURSE.....		41.5	707- 854	688	41.8	717- 866	1559-1884
2322	HEAD NURSE.....		45.5	854-1032	93	45.8	866-1047	1884-2277
2323	CLINICAL NURSE SPECIALIST.....		45.5	854-1032	25	45.8	866-1047	1884-2277
2323	CLINICAL NURSE SPECIALIST.....		47.5*	938-1136	25	47.8*	952-1152	2071-2506
2324	NURSING SUPERVISOR.....	Z	46.5	895-1083	25	46.8	908-1099	1975-2390
2326	NURSING SUPERVISOR, PSYCHIATRIC.....	Z	47.5	938-1136	1	47.8	952-1152	2071-2506
2328	NURSE PRACTITIONER.....		43.0	758- 916	5	43.3	769- 929	1673-2021
2330	ANESTHETIST.....		47.7	947-1147	4	48.0	961-1163	2090-2530
2340	OPERATING ROOM NURSE.....		41.5	707- 854	35	41.8	717- 866	1559-1884
2342	HEAD NURSE, SURGERY.....	Z	45.5	854-1032	6	45.8	866-1047	1884-2277
2344	CHIEF OF SURGERY NURSES.....	Z	49.5	1032-1249	1	49.8	1047-1267	2277-2756
2350	INSTRUCTOR OF NURSING.....	Z	46.5	895-1083	8	46.8	908-1099	1975-2390
2352	ASSISTANT DIRECTOR OF NURSING EDUCATION.	Z	49.0	1008-1220	1	49.3	1022-1237	2223-2690
2356	ASSISTANT DIRECTOR OF NURSES, LHH.....	Z	50.5	1083-1310	5	50.8	1099-1329	2390-2891
2368	ASSISTANT DIRECTOR OF NURSES, SFGH.....	Z	50.5	1083-1310	7	50.8	1099-1329	2390-2891
2369	DIRECTOR OF NURSES, LHH.....	Z	53.7	1261-1528	1	54.0	1279-1550	2782-3371
2370	DIRECTOR OF NURSES, SFGH.....	Z	53.7	1261-1528	1	54.0	1279-1550	2782-3371
2394	CENTRAL PROCESSING AND DISTR SUPV.....		44.5	814- 984	1	44.8	826- 998	1797-2171
2819	ASSISTANT HEALTH EDUCATOR.....	Z	37.6	589- 710	5	39.9	655- 792	1425-1723
2822	HEALTH EDUCATOR.....	Z	40.6	677- 818	6	42.9	755- 912	1642-1984
2823	MENTAL HEALTH EDUCATOR.....	Z	42.6	745- 899	2	42.9	755- 912	1642-1984
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	44.3	807- 975	1	46.9	912-1104	1984-2401
2825	SENIOR HEALTH EDUCATOR.....	Z	41.6	710- 858	1	43.9	792- 956	1723-2079
2830	PUBLIC HEALTH NURSE.....	Z	45.5	854-1032	88	45.8	866-1047	1884-2277
2832	SUPERVISING PUBLIC HEALTH NURSE.....	Z	49.0	1008-1220	6	49.3	1022-1237	2223-2690
2833	PUBLIC HEALTH NURSING ADMINISTRATOR.....	Z	51.2	1120-1355	0	51.5	1136-1375	2471-2991
2836	DIRECTOR OF PUBLIC HEALTH NURSING.....	Z	55.7	1388-1682	1	56.0	1407-1706	3060-3711
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	42.5	742- 895	0	42.8	752- 908	1636-1975

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 1042

2426 RADIOLOGIC TECHNOLOGIST II

1980-81 SALARY SCHEDULE 39.9 APPROX $1425 - $1568 - $1723 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	24	1425	1568	1723		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	820	1411	1610	1626	1,320,200											
STATE OF CALIFORNIA	2	1294	1424	1553	2,848	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	51	1139	1310	1481	66,810	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	16	1266	1456	1646	23,296	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	29	1557	1714	1870	49,706	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	11	1252	1387	1521	15,257	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	1	1174	1321	1467	1,321	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	17	1228	1355	1482	23,035	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	24	1442	1589	1735	38,136	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	2	1546	1703	1860	3,406	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 9	973	.....			1,544,015											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1587

RATE RANGE 1428 TO 1746

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2202	DENTAL AIDE	35.6	536- 647	13	35.8	541- 652	1177-1418
2204	DENTAL HYGIENIST	39.1	631- 762	1	39.3	638- 769	1388-1673
2423	RADIOLOGIC TECHNOLOGIST INTERN		268- 268	6		271- 271	
2424	X-RAY LABORATORY AIDE	34.6	512- 617	33	34.8	517- 622	1124-1353
2425	RADIOLOGIC TECHNOLOGIST I	39.1	631- 762	15	39.3	638- 769	1388-1673
* 2426	RADIOLOGIC TECHNOLOGIST II	39.9	655- 792	24	40.1	661- 800	1438-1740
2427	RADIOLOGIC TECHNOLOGIST III	40.9	688- 830	5	41.1	694- 838	1509-1823
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I	42.4	738- 891	7	42.6	745- 899	1620-1955
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II	43.9	792- 956	3	44.1	800- 966	1740-2101
2430	MEDICAL EXAMINATIONS ASSISTANT	35.6	536- 647	0	35.8	541- 652	1177-1418
2431	CHIEF RADIOLOGIC TECHNOLOGIST	45.4	850-1027	1	45.6	850-1037	1666-2255
2432	ELECTROCARDIOGRAPH TECHNICIAN	37.1	575- 694	6	37.3	580- 701	1262-1525
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN	39.1	631- 762	1	39.3	638- 769	1388-1673
2436	ELECTROENCEPHALOGRAPH TECHICIAN I	38.6	617- 745	3	38.8	622- 752	1353-1636
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II	39.6	647- 781	0	39.8	652- 788	1418-1714

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 118

2444 CLINICAL LABORATORY TECHNOLOGIST

1980-81 SALARY SCHEDULE 43.8 APPROX $1714 - $1884 - $2071 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1714	1884	2071		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	1357	1861	1919	1930	2,604,083											
STATE OF CALIFORNIA	3	1626	1747	1867	5,241	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	35	1773	1941	2108	67,935	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	18	1453	1610	1766	28,980	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	14	1500	1687	1874	63,618	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	37	1497	1659	1821	61,383	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	128	1693	1869	2044	239,232	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	7	1735	1914	2092	13,398	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 8	1599	.....			3,043,870											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1904        *
*                        R A T E   R A N G E    1714  TO  2094      *
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1931 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2444 CLINICAL LABORATORY TECHNOLOGIST

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	43.8	788- 952	5	44.0	796- 961	1731-2090
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	46.8	908-1099	1	47.0	916-1109	1992-2412
2462	MICROBIOLOGIST.....	Z	43.8	788- 952	8	44.0	796- 961	1731-2090
2464	SENIOR MICROBIOLOGIST.....	Z	46.8	908-1099	6	47.0	916-1109	1992-2412
2465	VIROLOGIST.....	Z	49.8	1047-1267	1	50.0	1057-1279	2299-2782
2466	CHIEF MICROBIOLOGIST.....	Z	50.8	1099-1329	1	51.0	1109-1342	2412-2919
2468	WATER QUALITY BIOLOGIST.....		46.8	908-1099	0	47.0	916-1109	1992-2412
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	54.0	1279-1550	1	54.2	1291-1565	2808-3404

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 23

2450 PHARMACIST

1980-81 SALARY SCHEDULE 47.2 APPROX $2012 - $2214 - $2436 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	29	2012	2214	2436		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	399	2273	2273	2367	906,927										
STATE OF CALIFORNIA	3	2149	2254	2359	6,762	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	54	1874	2155	2436	116,370	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	16	1905	2105	2305	33,680	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	8	1983	2085	2187	16,680	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
SAN MATEO COUNTY	6	1820	2048	2276	12,288	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	21	1904	2104	2303	44,184	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	8	2243	2413	2582	19,304	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	2	1995	2146	2297	4,292	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 9	517				1,160,487										

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          2245      *
*                          R A T E   R A N G E   2021  TO  2470     *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2450 PHARMACIST *
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CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 2450	PHARMACIST..... Z	47.2	925-1120	29	47.4	934-1131	2031-2460
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP.... Z	49.2	1018-1232	1	49.4	1027-1243	2234-2704
2452	SENIOR PHARMACIST, SF GEN HOSPITAL..... Z	51.2	1120-1355	1	51.4	1131-1368	2460-2975
2454	CLINICAL PHARMACIST.....	50.2	1067-1291	6	50.4	1078-1304	2345-2836

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 37

2486 PUBLIC HEALTH CHEMIST

1980-81 SALARY SCHEDULE 41.3 APPROX $1525 - $1673 - $1840 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1525	1673	1840		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	24	1626	1791	1956	42,984	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	1	1797	1983	2168	1,983	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	1	1635	1840	2044	1,840	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
EAST BAY MUNI. UTIL. DIST.	8	1765	1912	2059	15,296	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
TOTALS ... 4	34	.....			62,103											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1827      *
*                          R A T E   R A N G E    1644  TO  2010    *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2486 PUBLIC HEALTH CHEMIST

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		42.3	735- 887		44.1	800- 966	1740-2101
2447	TECH INSTRUCT ASST, CHEMISTRY.....		35.4	531- 641	1	37.2	578- 697	1257-1516
2456	ASSISTANT TOXICOLOGIST.....	Z	44.8	826- 998	1	46.6	899-1088	1955-2366
2471	WATER QUALITY CHEMIST.....	Z	42.3	735- 887	23	44.1	800- 966	1740-2101
2472	SENIOR WATER CHEMIST.....	Z	46.5	895-1083	1	48.3	975-1180	2121-2567
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	46.8	908-1099	6	48.6	989-1197	2151-2603
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	38.8	622- 752	2	40.6	677- 818	1472-1779
* 2486	PUBLIC HEALTH CHEMIST.....	Z	41.3	701- 846	5	43.1	762- 920	1657-2001
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	43.8	788- 952	1	45.6	858-1037	1866-2255
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	48.3	975-1180	1	50.1	1062-1285	2310-2795
6106	SANITARY ENGINEERING TECHNICIAN.....		39.8	652- 788	12	41.6	710- 858	1544-1866

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 53

2486 PUBLIC HEALTH CHEMIST

1980-81 SALARY SCHEDULE 41.3 APPROX $1525 - $1673 - $1840 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1525	1673	1840		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	24	1626	1791	1956	42,984	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	1	1797	1983	2168	1,983	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	1	1635	1840	2044	1,840	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
EAST BAY MUNI. UTIL. DIST.	8	1765	1912	2059	15,296	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
TOTALS ... 4	34	.....			62,103											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1827  *
*                          R A T E   R A N G E   1644  TO  2010 *
*                                                             *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2486 PUBLIC HEALTH CHEMIST *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		42.3	735- 887		44.1	800- 966	1740-2101
2447	TECH INSTRUCT ASST, CHEMISTRY.....		35.4	531- 641	1	37.2	578- 697	1257-1516
2456	ASSISTANT TOXICOLOGIST.....	Z	44.8	826- 998	1	46.6	899-1088	1955-2366
2471	WATER QUALITY CHEMIST.....	Z	42.3	735- 887	23	44.1	800- 966	1740-2101
2472	SENIOR WATER CHEMIST.....	Z	46.5	895-1083	1	48.3	975-1180	2121-2567
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	46.8	908-1099	6	48.6	989-1197	2151-2603
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	38.8	622- 752	2	40.6	677- 818	1472-1779
* 2486	PUBLIC HEALTH CHEMIST.....	Z	41.3	701- 846	5	43.1	762- 920	1657-2001
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	43.8	788- 952	1	45.6	858-1037	1866-2255
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	48.3	975-1180	1	50.1	1062-1285	2310-2795
6106	SANITARY ENGINEERING TECHNICIAN.....		39.8	652- 788	12	41.6	710- 858	1544-1866

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 53

2556 PHYSICAL THERAPIST

1980-81 SALARY SCHEDULE 41.0 APPROX $1503 - $1646 - $1814 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	1503	1646	1814		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	354	1706	1830	1893	647,820										
STATE OF CALIFORNIA	1	1416	1559	1702	1,559	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	15	1549	1782	2014	26,730	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	8	1467	1616	1764	12,928	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	14	1476	1635	1794	22,890	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	1	1440	1586	1732	1,586	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	4	1359	1529	1699	6,116	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SAN MATEO COUNTY	2	1364	1535	1706	3,070	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	7	1324	1461	1598	10,227	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	8	1584	1745	1905	13,960	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	0	1618	1784	1949	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 10	414		.....		746,886										

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1804 *

* RATE RANGE 1624 TO 1984 *

* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2556 PHYSICAL THERAPIST

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
2504	INHALATION THERAPIST		36.2	552- 664	0	38.1	602- 728	1309-1583
2538	AUDIOMETRIST	Z	42.8	752- 908	3	44.7	822- 994	1788-2162
2542	SPEECH PATHOLOGIST	Z	44.3	807- 975	3	46.2	882-1067	1918-2321
2546	HANDICRAFT INSTRUCTOR		35.7	539- 650	1	37.6	589- 710	1281-1544
2548	OCCUPATIONAL THERAPIST	Z	41.3	701- 846	17	43.2	766- 925	1666-2012
2550	SENIOR OCCUPATIONAL THERAPIST	Z	44.5	814- 984	5	46.4	891-1078	1938-2345
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV	Z	39.0	628- 758	6	40.9	688- 830	1496-1805
2554	PHYSICAL THERAPY AIDE		35.6	536- 647	3	37.5	586- 707	1275-1538
* 2556	PHYSICAL THERAPIST	Z	41.0	691- 834	12	42.9	755- 912	1642-1984
2558	SENIOR PHYSICAL THERAPIST	Z	44.5	814- 984	3	46.4	891-1078	1938-2345
2561	OPTOMETRIST		49.6	1037-1255	1	51.5	1136-1375	2471-2991

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 54

2574 CLINICAL PSYCHOLOGIST

1980-81 SALARY SCHEDULE 46.5 APPROX $1947 - $2140 - $2356 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	26	1947	2140	2356		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	2	2149	2371	2592	4,742	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	1	2246	2583	2919	2,583	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	21	2171	2276	2381	47,796	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	8	1971	2184	2396	17,472	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	5	1989	2194	2399	10,970	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	13	2068	2327	2585	30,251	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	25	1886	2084	2282	52,100	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1895	2067	2239	2,067	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	2	2191	2418	2644	4,836	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	1	2191	2418	2644	2,418	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 10	79	.....			175,235											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2218

RATE RANGE 1996 TO 2440

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
* 2574	CLINICAL PSYCHOLOGIST..... Z	46.5	895-1083	26	47.2	925-1120	2012-2436
2575	RESEARCH PSYCHOLOGIST..... Z	48.0	961-1163	2	48.7	994-1203	2162-2617
2576	SUPERVISING CLINICAL PSYCHOLOGIST..... Z	48.0	961-1163	2	48.7	994-1203	2162-2617
2578	CHIEF CLINICAL PSYCHOLOGIST..... Z	51.7	1147-1388	0	52.4	1185-1436	2577-3123
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR..... Z	45.5	854-1032	0	46.2	882-1067	1918-2321
2818	HEALTH PROGRAM PLANNER..... Z	43.1	762- 920	1	43.8	788- 952	1714-2071
2820	SENIOR HEALTH PROGRAM PLANNER.....	46.1	878-1062	2	46.8	908-1099	1975-2390

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 33

2604 FOOD SERVICE WORKER

1980-81 SALARY SCHEDULE 30.7 APPROX $931 - $1020 - $1118 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS									
CITY & COUNTY SAN FRANCISCO	154	931	1020	1118		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	67	875	950	1025	63,650	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	162	1152	1248	1343	202,176	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	100	970	1035	1099	103,500	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
SAN MATEO COUNTY	18	933	989	1044	17,802	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	37	878	966	1054	35,742	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	41	1059	1104	1149	45,264	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	108	820	889	958	96,012	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 7	533	.....			564,146										

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1058  *
*                        R A T E   R A N G E     952 TO 1164  *
*                                                             *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2604 FOOD SERVICE WORKER

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 2604	FOOD SERVICE WORKER		30.7	428- 514	154	31.5	444- 534	966-1161
2606	SENIOR FOOD SERVICE WORKER		31.7	448- 539	28	32.5	465- 560	1011-1218
2608	SUPPLY ROOM ATTENDENT		32.3	460- 554	1	33.1	477- 575	1037-1251
2615	SCHOOL LUNCHROOM HELPER		30.7	428- 514	662	31.5	444- 534	966-1161
2618	FOOD SERVICE SUPERVISOR		34.5	510- 614	4	35.3	529- 638	1151-1388
2619	SENIOR FOOD SERVICE SUPERVISOR		36.5	560- 674	1	37.3	580- 701	1262-1525
2630	SCHOOL LUNCHROOM COOK		32.7	469- 565	30	33.5	487- 586	1059-1275
2632	COOK-MANAGER, ELEMENTARY SCHOOL		33.7*	491- 591	36	34.5*	510- 614	1109-1335
2634	COOK-MANAGER, SECONDARY SCHOOL		36.6	562- 677	30	37.4	583- 704	1268-1531
2650	ASSISTANT COOK		33.7	491- 591	9	34.5	510- 614	1109-1335
2652	BAKER		38.2	605- 731	2	39.0	628- 758	1366-1649
2654	COOK		36.7	565- 681	29	37.5	586- 707	1275-1538
2656	CHEF		41.2	697- 842	12	42.0	724- 874	1575-1901
2660	ADMINISTRATIVE CHEF	Z	47.1	920-1114	2	47.9	956-1156	2079-2519
2661	FOOD SERVICE ADMINISTRATOR	Z	46.4	891-1078	1	47.2	925-1120	2012-2436
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT		32.0	453- 546	94	32.8	471- 567	1024-1233
2674	CHILDREN'S CENTER HOUSEPARENT		33.5	487- 586	18	34.3	505- 608	1098-1322
7350	MEAT CUTTER		39.2	634- 766	3	40.0	658- 796	1431-1731
7351	HEAD MEAT CUTTER		41.2	697- 842	1	42.0	724- 874	1575-1901

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 1117

2624 DIETITIAN

1980-81 SALARY SCHEDULE 39.8 APPROX $1418 - $1559 - $1714 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	11	1418	1559	1714		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	2	1352	1489	1626	2,978	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	19	1549	1782	2014	33,858	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	1507	1581	1655	7,905	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	1334	1478	1622	4,434	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	3	1291	1453	1614	4,359	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	7	1420	1568	1716	10,976	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	5	1584	1745	1905	8,725	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	1	1477	1626	1775	1,626	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 8	45	.....			74,861											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1664        *
*                        R A T E   R A N G E    1498  TO  1830      *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2624 DIETITIAN

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
* 2624	DIETITIAN	Z	39.8	652- 788	11	41.1	694- 838	1509-1823
2626	CHIEF DIETITIAN	Z	42.3	735- 887	2	43.6	781- 943	1699-2051
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	43.3	769- 929	5	44.6	818- 989	1779-2151
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	46.3	887-1073	1	47.6	943-1141	2051-2482
2638	DIRECTOR OF FOOD SERVICES, SFUSD	Z	50.5	1083-1310	1	51.8	1152-1394	2506-3032
2846	NUTRITIONIST	Z	40.6	684- 826	4	42.1	728- 878	1583-1910

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 24

2708 CUSTODIAN

1980-81 SALARY SCHEDULE 33.1 APPROX $1037 - $1140 - $1251 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	352	1038	1140	1251		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	9066	971	1210	1425	10,969,860										
STATE OF CALIFORNIA	272	894	970	1045	263,840	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	113	1086	1177	1267	133,001	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	327	1152	1248	1343	408,096	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	99	980	1072	1163	106,128	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	48	1052	1106	1160	53,038	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	15	954	1023	1092	15,345	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	66	946	1065	1184	70,290	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	182	878	966	1054	175,812	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	7	1106	1146	1186	8,022	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF CONCORD	6	1111	1230	1349	7,380	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00	10-15-20-20
CITY OF OAKLAND	55	1118	1178	1238	64,790	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF RICHMOND	5	1186	1290	1394	6,450	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00	10-15-20-25
CITY OF SAN JOSE	77	1047	1160	1272	89,320	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SAN MATEO	7	1108	1192	1276	8,344	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00	10-15-20-20
CITY OF SANTA CLARA	2	1182	1224	1345	2,448	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	11	1377	1377	1377	15,147	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	165	950	1001	1052	165,165	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	133	1037	1135	1232	150,955	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	52	997	1086	1174	56,472	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24

TOTALS ... 19	10697	.....	12,754,806
FLAT RATE TOTALS	11	.....	15,147
COMBINED TOTAL	10708		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1192 *
* RATE RANGE 1073 TO 1311 *

WEIGHTED AVERAGE OF THE FLAT RATES 1377 TO 1377

* *
* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1073 TO 1311 *
* *
* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
C101	DRESSING ROOM ATTENDANT.....	4.28 HR		0	4.49 HR		
2706	HOUSEKEEPER.....	30.3	420- 505	3	31.3	440- 529	957-1151
* 2708	CUSTODIAN.....	33.1	477- 575	352	34.1	500- 602	1088-1309
2709	SCHOOL CUSTODIAN.....	33.1	477- 575	540	34.1	500- 602	1088-1309
2716	CUSTODIAL ASSISTANT SUPERVISOR.....	35.1	524- 631	30	36.1	549- 661	1194-1438
2718	CUSTODIAL SUPERVISOR I.....	37.1	575- 694	18	38.1	602- 728	1309-1583
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	39.1	631- 762	3	40.1	661- 800	1438-1740
2720	JANITORIAL SERVICES SUPERVISOR.....	41.1	694- 838	1	42.1	728- 878	1583-1910
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...	35.1	524- 631	20	36.1	549- 661	1194-1438
2727	SCHOOL CUSTODIAN SUPERVISOR I.....	37.1	575- 694	17	38.1	602- 728	1309-1583
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..	39.4	641- 773	12	40.4	671- 810	1459-1762
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.	41.9	721- 870	1	42.9	755- 912	1642-1984
2736	PORTER.....	33.1	477- 575	224	34.1	500- 602	1088-1309
2738	PORTER ASSISTANT SUPERVISOR.....	35.1	524- 631	19	36.1	549- 661	1194-1433
2740	PORTER SUPERVISOR I.....	37.1	575- 694	9	38.1	602- 728	1309-1583
2742	GENERAL SERVICES SUPERVISOR.....	38.2	605- 731	1	39.2	634- 766	1379-1666
2785	ASSISTANT GENERAL SERVICES MANAGER.....	39.5	644- 777	1	40.5	674- 814	1466-1770
2786	GENERAL SERVICES MANAGER.....	44.1	800- 966	2	45.1	838-1013	1823-2203
7392	WINDOW CLEANER.....	39.5	644- 777	7	40.5	674- 814	1466-1770
7450	SHADE AND DRAPERY WORKER.....	36.5	560- 674	6	37.5	586- 707	1275-1538
7451	SENIOR SHADE AND DRAPERY WORKER.....	38.5	614- 742	1	39.5	644- 777	1401-1690
7452	SHADE WORKER.....	35.9	544- 655	0	36.9	570- 688	1240-1496
7520	INCINERATOR OPERATOR.....	30.4	422- 508	0	31.4	442- 531	961-1155
7524	INSTITUTION UTILITY WORKER.....	33.3	482- 580	4	34.3	505- 608	1098-1322
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...	42.4	738- 891	1	43.4	773- 934	1681-2031

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 1272

35

2760 LAUNDRY WORKER

1980-81 SALARY SCHEDULE 30.3 APPROX $914 - $1001 - $1098 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	55	914	1001	1098		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	27	875	950	1025	25,650	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	15	1086	1177	1267	17,655	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	24	914	1000	1085	24,000	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	21	878	966	1054	20,286	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	6	1059	1104	1149	6,624	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	24	1102	1153	1203	27,672	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 5	117	.....			121,887											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1042

RATE RANGE 938 TO 1146

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2760 LAUNDRY WORKER

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 2760	LAUNDRY WORKER.....	30.3	420- 505	55	31.2	438- 526	953-1144
2770	SENIOR LAUNDRY WORKER.....	31.3	440- 529	16	32.2	458- 552	996-1201
2772	SEWING TECHNICIAN.....	29.8	411- 494	8	30.7	428- 514	931-1118
2774	SENIOR SEWING TECHNICIAN.....	32.8	471- 567	2	33.7	491- 591	1068-1285
2780	LAUNDRY WORKER SUPERVISOR.....	34.8	517- 622	3	35.7	539- 650	1172-1414
2782	LAUNDRY SUPERINTENDENT.....	40.5	674- 814	3	41.4	704- 850	1531-1849

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 87

2903 ELIGIBILITY WORKER

1980-81 SALARY SCHEDULE 33.6 APPROX $1064 - $1166 - $1281 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	291	1064	1166	1281		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	609	1133	1239	1344	754,551	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	162	1078	1194	1310	193,428	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	84	1022	1128	1233	94,752	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	90	1049	1180	1311	106,200	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	305	1049	1156	1263	352,580	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	1250	.....			1,501,511											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1201  *
*                          R A T E   R A N G E   1081  TO  1321 *
*                                                             *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1487	FINANCIAL AIDS ASSISTANT.....	35.5	534- 644	6	36.1	549- 661	1194-1438
* 2903	ELIGIBILITY WORKER.....	33.6*	489- 589	291	34.2*	503- 605	1094-1316
2905	SENIOR ELIGIBILITY WORKER.....	35.6	536- 647	215	36.2	552- 664	1201-1444
2907	ELIGIBILITY WORKER SUPERVISOR.....	38.4*	611- 738	66	39.0*	628- 758	1366-1649
2908	HOSPITAL ELIGIBILITY WORKER.....	36.4	557- 671	17	37.0	572- 691	1244-1503
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....	42.1	728- 878	5	42.7	748- 903	1627-1964
2911	ELIGIBILITY APPEALS SPECIALIST..... Z	38.4	611- 738	10	39.0	628- 758	1366-1649
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR.... Z	43.1	762- 920	3	43.7	785- 947	1707-2060

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 613

2910 SOCIAL WORKER

1980-81 SALARY SCHEDULE 38.1 APPROX $1309 - $1438 - $1583 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	112	1309	1438	1583		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	91	1344	1473	1601	134,043	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	12	1248	1383	1517	16,596	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	90	1410	1562	1713	140,580	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	0	1167	1289	1411	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	0	1326	1404	1482	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	47	1399	1574	1749	73,978	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	38	1234	1362	1489	51,756	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	278	.....			416,953											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1500  *
*                        R A T E   R A N G E    1350 TO 1650  *
*                                                             *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2566	REHABILITATION COUNSELOR	Z	41.4	704- 850	7	42.3	735- 887	1599-1929
2904	SOCIAL SERVICE TECHNICIAN		33.4	485- 583	6	34.3	505- 608	1098-1322
2906	SOCIAL WORKER TRAINEE	Z		577- 577	0		603- 603	
* 2910	SOCIAL WORKER	Z	38.1	602- 728	112	39.0	628- 758	1366-1649
2912	SENIOR SOCIAL WORKER	Z	39.6	647- 781	102	40.5	674- 814	1466-1770
2914	SOCIAL WORK SUPERVISOR	Z	42.6	745- 899	40	43.5	777- 938	1690-2040
2920	MEDICAL SOCIAL WORKER	Z	43.1	762- 920	26	44.0	796- 961	1731-2090
2922	SENIOR MEDICAL SOCIAL WORKER	Z	45.1	838-1013	6	46.0	874-1057	1901-2299
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	46.3	887-1073	3	47.2	925-1120	2012-2436
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	48.3	975-1180	1	49.2	1018-1232	2214-2680
2930	PSYCHIATRIC SOCIAL WORKER	Z	43.1	762- 920	37	44.0	796- 961	1731-2090
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	45.1	838-1013	19	46.0	874-1057	1901-2299
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	48.1	966-1169	0	49.0	1008-1220	2192-2654
2940	CHILD WELFARE WORKER	Z	43.1	762- 920	70	44.0	796- 961	1731-2090
2942	SENIOR CHILD WELFARE WORKER	Z	45.1	838-1013	31	46.0	874-1057	1901-2299
2944	CHILD WELFARE SUPERVISOR	Z	46.6	899-1088	26	47.5	938-1136	2040-2471
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	47.6	943-1141	21	48.5	984-1191	2140-2590
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	49.1	1013-1226	9	50.0	1057-1279	2299-2782
2951	COMMUNITY SERVICES COORDINATOR	Z	48.6	989-1197	1	49.5	1032-1249	2245-2717
2952	VOCATIONAL SERVICE COUNSELOR	Z	40.1	661- 800	2	41.0	691- 834	1503-1814
2953	DIR, VOCATIONAL DEVELOPNT AND TRAINING	Z	47.6	943-1141	1	48.5	984-1191	2140-2590
2959	ASST DIRECTOR, SOC SERVICES PROGRAMS	Z	50.6	1088-1316	6	51.5	1136-1375	2471-2991
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	52.8	1208-1463	1	53.7	1261-1528	2743-3323
2987	COMMUNITY REP, OFFICE OF THE AGING		3.35 HR		0		3.50 HR	
2994	HOMEMAKER		29.3	402- 482	27	31.2	438- 526	953-1144
9971	COMMUNITY WORKER		30.3	420- 505	1	31.2	438- 526	953-1144

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 555

2996 REPRESENTATIVE, HUMAN RIGHTS COMM

1980-81 SALARY SCHEDULE 43.5 APPROX $1690 - $1857 - $2040 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	1690	1857	2040		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	24	1956	2158	2359	51,792	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	1	1745	1923	2101	1,923	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	3	1660	1864	2068	5,592	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
LOS ANGELES COUNTY	5	1803	2025	2246	10,125	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
ORANGE COUNTY	4	1283	1501	1718	6,004	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-	158.88	10-15-20-20
TOTALS ... 4	37	.....			75,436											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2039 *
* RATE RANGE 1835 TO 2243 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2996 REPRESENTATIVE, HUMAN RIGHTS COMMISSION *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	38.7	620- 748	1	40.6	677- 818	1472-1779
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	43.5	777- 938	3	45.4	850-1027	1849-2234
2978	CONTRACT COMPLIANCE OFFICER II.....		51.8	1152-1394	1	53.7	1261-1528	2743-3323
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		35.2	526- 634	0	37.1	575- 694	1251-1509
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	47.5	938-1136	2	49.4	1027-1243	2234-2704
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	44.5	814- 984	0	46.4	891-1078	1938-2345
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	38.7	620- 748	0	40.6	677- 818	1472-1779
* 2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	43.5	777- 938	4	45.4	850-1027	1849-2234
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		32.2	458- 552	0	34.1	500- 602	1088-1309
9720	SPECIALIST IN AGING I.....	Z	37.3	580- 701	4	39.2	634- 766	1379-1666
9722	SPECIALIST IN AGING II.....	Z	40.8	684- 826	3	42.7	748- 903	1627-1964
9724	SPECIALIST IN AGING III.....	Z	43.3	769- 929	3	45.2	842-1018	1831-2214

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 21

3284 RECREATION DIRECTOR

1980-81 SALARY SCHEDULE 37.7 APPROX $1285 - $1414 - $1553 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	73	1285	1414	1553		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF BERKELEY	0	1362	1495	1627	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF FREMONT	3	1340	1480	1620	4,440	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF OAKLAND	13	1413	1489	1564	19,357	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SANTA CLARA	1	1341	1486	1630	1,486	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	1	1440	1569	1698	1,569	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
SAN DIEGO COUNTY	3	1195	1317	1438	3,951											
CITY OF LOS ANGELES	65	1357	1521	1684	98,865	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
TOTALS ... 7	86		.....		129,668											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1500 *
* RATE RANGE 1357 TO 1659 *
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* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
I 53.1	VENDOR HELPER.....	3.43 HR		0		3.67 HR	
R 54	ATHLETIC ATTENDANT.....	3.43 HR		0		3.67 HR	
R101	CAMP ASSISTANT.....		274- 274	0		293- 293	
R102	CAMP MANAGER.....		635- 635	0		679- 679	
W108	RIDES ATTENDANT HELPER.....	3.43 HR		0		3.67 HR	
Y 6	ORGANIST.....	82.78 DA		1		88.57 DA	
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO Z	34.2	503- 605	3	35.6	536- 647	1166-1407
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..	33.4	485- 583	1	34.8	517- 622	1124-1353
3115	EXEC ASST TO GEN MANAGER, REC AND PARK.. Z	50.9	1104-1336	1	52.3	1180-1429	2567-3108
3202	LOCKER ROOM ATTENDANT...	23.4	308- 368	0	24.8	328- 393	713- 855
3204	SWIMMING POOL CASHIER - CLERK.....	31.9	451- 544	10	33.3	482- 580	1048-1262
3206	BEACH LIFEGUARD.....	37.2	578- 697	1	38.6	617- 745	1342-1620
3208	POOL LIFEGUARD.....	32.1	455- 549	7	33.5	487- 586	1059-1275
3212	SWIMMING INSTRUCTOR.....	35.9	544- 655	0	37.3	580- 701	1262-1525
3214	SENIOR SWIMMING INSTRUCTOR.....	39.7	650- 785	8	41.1	694- 838	1509-1823
3216	ASSISTANT AQUATICS SUPERVISOR.....	41.6	710- 858	1	43.0	758- 916	1649-1992
3226	GOLF COURSE STARTER.....	33.9	496- 596	11	35.3	529- 638	1151-1388
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS... Z	44.9	830-1003	1	46.3	887-1073	1929-2334
3230	GOLF DIRECTOR..... Z	49.6	1037-1255	1	51.0	1109-1342	2412-2919
3238	DANCE INSTRUCTOR..... Z	37.7	591- 714	7	39.1	631- 762	1372-1657
3240	DRAMA INSTRUCTOR..... Z	37.7	591- 714	0	39.1	631- 762	1372-1657
3248	PIANIST..... Z	9.64 HR		1		10.31 HR	
3250	ORCHESTRA INSTRUCTOR..... Z	37.7	591- 714	1	39.1	631- 762	1372-1657
3256	PHOTOGRAPHY INSTRUCTOR..... Z	37.7	591- 714	9	39.1	631- 762	1372-1657
3257	SENIOR PHOTOGRAPHY INSTRUCTOR..... Z	39.7	650- 785	1	41.1	694- 838	1509-1823
3258	PHOTOGRAPHY DIRECTOR..... Z	43.7	785- 947	1	45.1	838-1013	1823-2203
3260	CRAFTS INSTRUCTOR..... Z	37.7	591- 714	0	39.1	631- 762	1372-1657
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM... Z	41.9	721- 870	1	43.3	769- 929	1673-2021
3280	ASST RECREATION DIRECTOR (PART TIME)....	5.11 HR		1		5.47 HR	
3281	SCHOOL RECREATION AIDE.....	5.11 HR		0		5.47 HR	
* 3284	RECREATION DIRECTOR..... Z	37.7	591- 714	73	39.1	631- 762	1372-1657
3285	JUNIOR MUSEUM DIRECTOR..... Z	43.7	785- 947	1	45.1	838-1013	1823-2203
3287	ASSISTANT RECREATION SUPERVISOR..... Z	41.9	721- 870	18	43.3	769- 929	1673-2021
3289	RECREATION SUPERVISOR..... ..... Z	43.7	785- 947	7	45.1	838-1013	1823-2203
3291	PRINCIPAL RECREATION SUPERVISOR..... Z	46.7	903-1093	9	48.1	966-1169	2101-2543
3292	ASSISTANT SUPERINTENDENT, RECREATION.... Z	49.7	1042-1261	3	51.1	1114-1349	2423-2934
3302	VENDOR.....	27.9	377- 451	9	29.3	402- 482	874-1048

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 3264 RECREATION DIRECTOR * CONTINUED
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CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3306	RIDES ATTENDANT.....	27.9	377- 451	2	29.3	402- 482	874-1048
3536	TECH INSTRUCT ASST, PERFORMING ARTS..... Z	35.3	534- 644	2	36.9	570- 688	1240-1496
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	39.4	641- 773	0	40.8	684- 826	1488-1797
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	41.9	721- 870	2	43.3	769- 929	1673-2021
7359	PIANO TUNER.....	9.15 HR		1		9.79 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 42
NUMBER OF POSITIONS THIS BENCHMARK..... 195

3450 AGRICULTURAL INSPECTOR

1980-81 SALARY SCHEDULE 39.1 APPROX $1372 - $1509 - $1657 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	1372	1509	1657		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	6	1358	1494	1630	8,964	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	1	1306	1447	1588	1,447	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	5	1476	1635	1794	8,175	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	0	1340	1476	1612	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	8	1404	1579	1754	12,632	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	0	1255	1412	1569	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	1	1234	1362	1489	1,362	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	21	.....			32,580											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1551 *

* RATE RANGE 1396 TO 1706 *

* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 3450 AGRICULTURAL INSPECTOR *
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CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
* 3450	AGRICULTURAL INSPECTOR.....	39.1	631- 762	3	39.6	647- 781	1407-1699
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	39.1	631- 762	4	39.6	647- 781	1407-1699

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 7

41

42

3542 CURATOR II

1980-81 SALARY SCHEDULE 42.0 APPROX $1575 - $1731 - $1901 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	3	1575	1731	1901		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF OAKLAND	6	1640	1726	1811	10,356	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	9	1607	1805	2002	16,245	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
TOTALS ...	2	15	.....		26,601											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1773 *
* RATE RANGE 1596 TO 1950 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 3542 CURATOR II

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
Y 14	CURATORIAL ASSISTANT		4.43 HR		0	4.54 HR		
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		36.5	560- 674	1	37.0	572- 691	1244-1503
3520	MUSEUM PREPARATOR		35.4	531- 641	0	35.9	544- 655	1183-1425
3522	SENIOR MUSEUM PREPARATOR		37.2	578- 697	1	37.7	591- 714	1285-1553
3524	PRINCIPAL MUSEUM PREPARATOR		40.7	681- 822	0	41.2	697- 842	1516-1831
3525	CHIEF MUSEUM PREPARATOR		42.7	748- 903	0	43.2	766- 925	1666-2012
3526	MUSEUM CONSERVATOR ASSISTANT		36.2	552- 664	0	36.7	565- 681	1229-1481
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		36.2	552- 664	1	36.7	565- 681	1229-1481
3528	MUSEUM CONSERVATOR		46.5	895-1083	3	47.0	916-1109	1992-2412
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	47.5	938-1136	1	48.0	961-1163	2090-2530
3540	CURATORIAL AIDE		30.7	428- 514	0	31.2	438- 526	953-1144
3541	CURATOR I	Z	37.0	572- 691	0	37.5	586- 707	1275-1538
* 3542	CURATOR II	Z	42.0	724- 874	3	42.5	742- 895	1614-1947
3544	CURATOR III	Z	44.0	796- 961	0	44.5	814- 984	1770-2140
3546	CURATOR IV	Z	47.0	916-1109	5	47.5	938-1136	2040-2471
3547	CURATOR V	Z	50.0	1057-1279	2	50.5	1083-1310	2356-2849
3550	MUSEUM EXHIBITION DESIGNER	Z	44.7	822- 994	1	45.2	842-1018	1831-2214
3556	MUSEUM REGISTRAR		37.5	586- 707	3	38.0	599- 724	1303-1575
3586	ASSISTANT DIRECTOR FOR EDUCATION	Z	48.5	984-1191	0	49.0	1008-1220	2192-2654

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 21

43

3593 INSTRUCTIONAL AIDE I

1980-81 SALARY SCHEDULE 25.6 APPROX $740 - $809 - $887 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	442	740	809	887		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
OAKLAND CITY SCHOOL DIST.	405	740	844	947	341,820	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
SANTA CLARA UNIF. SCH. DIST.	125	760	838	916	104,750										
* * * BAY AREA DATA INSUFFICIENT * * *															
L.A. CITY SCHOOL DISTRICT	2875	742	832	922	2,392,000	40.0	10	YES	NO	13	YES	YES	15.5%	$108.00-108.00	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	462	710	787	864	363,594	40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33- 80.33	10-15-20-20
SACRAMENTO UNIF. SCH. DIST.	312	718	787	855	245,544										
TOTALS ... 5	4179	.....			3,447,708										

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 825 *
* RATE RANGE 743 TO 908 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 3593 INSTRUCTIONAL AIDE I

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3590	TECH INSTRUCT ASST, ENGLISH READER..... Z	4.80 HR		0		4.92 HR	
3591	COLLEGE AIDE.....	3.47 HR		0		3.56 HR	
3592	CITY COLLEGE READER..... Z	4.80 HR		0		4.92 HR	
* 3593	INSTRUCTIONAL AIDE I.....	25.6	340- 408	442	26.1	348- 416	757- 905
3594	INSTRUCTIONAL AIDE II.....	30.1	416- 500	169	30.6	426- 512	927-1114
3595	SCHOOL AIDE I.....	4.12 HR		0		4.22 HR	
3597	SCHOOL AIDE II.....	24.8	328- 393	0	25.3	335- 402	729- 874
3598	SCHOOL AIDE III.....	29.2	400- 480	2	29.7	409- 491	890-1068
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	29.9	412- 496	1	30.4	422- 508	918-1105
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	34.9	519- 625	2	35.4	531- 641	1155-1394

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 616

44

3630 LIBRARIAN I

1980-81 SALARY SCHEDULE 37.9 APPROX $1296 - $1425 - $1568 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	57	1296	1425	1568		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	4	1590	1752	1913	7,008	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
ALAMEDA COUNTY	3	1386	1488	1590	4,464	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
ALAMEDA COUNTY	27	1546	1662	1778	44,874	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	9	1467	1625	1783	14,625	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	32	1286	1425	1564	45,600	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1251	1378	1504	2,756	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	13	1220	1373	1525	17,849	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	22	1386	1531	1675	33,682	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
SANTA CLARA COUNTY	2	1263	1394	1524	2,788	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	3	1369	1465	1561	4,395	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF BERKELEY	7	1628	1628	1628	11,396	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF HAYWARD	4	1392	1540	1688	6,160	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	18	1566	1650	1733	29,700	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF RICHMOND	7	1478	1620	1761	11,340	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF RICHMOND	6	1614	1773	1931	10,638	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	44	1342	1487	1631	65,428	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN JOSE	44	1464	1622	1780	71,368	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	4	1332	1424	1516	5,696	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SANTA CLARA	7	1409	1559	1709	10,913	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00		10-15-20-20
CITY OF SUNNYVALE	6	1419	1572	1725	9,432	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
U.C. BERKELEY	10	1366	1559	1752	15,590	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 15	267				414,306											
FLAT RATE TOTALS	7				11,396											
COMBINED TOTAL	274															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1552 *
* RATE RANGE 1397 TO 1707 *

WEIGHTED AVERAGE OF THE FLAT RATES 1628 TO 1628

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1403 TO 1705 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
3538	TECH INSTRUCT ASST, LANGUAGE LAB..... Z	33.5	487- 586	2	35.2	526- 634	1144-1379
3602	LIBRARY PAGE.....	26.1	348- 416	7	27.8	375- 449	816- 977
3610	LIBRARY ASSISTANT.....	30.6	426- 512	1	32.3	460- 554	1001-1205
3616	LIBRARY TECHNICAL ASSISTANT I.....	34.1	500- 602	84	35.8	541- 652	1177-1413
3618	LIBRARY TECHNICAL ASSISTANT II.....	36.1	549- 661	19	37.8	594- 717	1292-1559
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..	36.9	570- 688	1	38.6	617- 745	1342-1620
* 3630	LIBRARIAN I..... Z	37.9	596- 721	57	39.6	647- 781	1407-1699
3632	LIBRARIAN II..... Z	41.4	704- 850	41	43.1	762- 920	1657-2001
3632A	LIBRARIAN II FINE ARTS..... Z	41.4	704- 850	5	43.1	762- 920	1657-2001
3632B	LIBRARIAN II ASIAN ART..... Z	41.4	704- 850	41	43.1	762- 920	1657-2001
3634	LIBRARIAN III..... Z	43.9	792- 956	22	45.6	858-1037	1866-2255
3638	CHIEF LIBRARIAN..... Z	46.6	899-1088	3	48.3	975-1180	2121-2567
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES Z	46.6	899-1088	1	48.3	975-1180	2121-2567
3642	COORDINATOR, ADULT LIBRARY SERVICES..... Z	46.6	899-1088	1	48.3	975-1180	2121-2567
3643	ASSISTANT CITY ARCHIVIST..... Z	37.9	596- 721	0	39.6	647- 781	1407-1699
3644	CITY ARCHIVIST..... Z	41.9	721- 870	0	43.6	781- 943	1699-2051
3658	MEDICAL LIBRARIAN..... Z	41.4	704- 850	1	43.1	762- 920	1657-2001
7416	BOOK REPAIRER.....	29.1	398- 477	3	30.8	430- 517	935-1124
7418	SENIOR BOOK REPAIRER.....	34.6	512- 617	1	36.3	554- 668	1205-1453

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 290

4261 REAL PROPERTY APPRAISER

1980-81 SALARY SCHEDULE 41.3 APPROX $1525 - $1673 - $1840 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1525	1673	1840		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	1	1626	1791	1956	1,791	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
ALAMEDA COUNTY	36	1611	1770	1928	63,720	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	24	1554	1722	1839	41,328	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
CONTRA COSTA COUNTY	31	1708	1892	2076	58,652	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	9	1612	1777	1942	15,993	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	27	1562	1757	1952	47,439	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	54	1489	1644	1798	88,776	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
TOTALS ... 6	182				317,699										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1746

RATE RANGE 1571 TO 1921

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3406	LAND USE AIDE	Z	36.4	557- 671	1	37.3	580- 701	1262-1525
3484	AGRICULTURAL DIVISION LAND AGENT	Z	39.8	652- 788	1	40.7	681- 822	1481-1788
4110	RENTAL PROPERTY SUPERVISOR	Z	48.2	970-1174	1	49.1	1013-1226	2203-2667
4130	CONVENTION FACILITIES ASSISTANT MANAGER	Z	45.8	866-1047	1	46.7	903-1093	1964-2377
4132	CONVENTION FACILITIES MANAGER	Z	51.5	1136-1375	1	52.4	1185-1436	2577-3123
4140	RIGHT-OF-WAY AGENT	Z	47.7	947-1147	9	48.6	989-1197	2151-2603
4142	SENIOR RIGHT-OF-WAY AGENT	Z	50.7	1093-1323	3	51.6	1141-1381	2482-3004
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	52.2	1174-1421	3	53.1	1226-1484	2667-3228
4160	REAL PROPERTY LOAN OFFICER	Z	45.8	866-1047	6	46.7	903-1093	1964-2377
4207	DIRECTOR OF ASSESSMENT SERVICES	Z	44.4	810- 979	0	45.3	846-1022	1840-2223
4250	MARINE APPRAISER	Z	42.7	748- 903	1	43.6	781- 943	1699-2051
4252	SENIOR MARINE APPRAISER	Z	48.7	994-1203	1	49.6	1037-1255	2255-2730
4255	REAL ESTATE ANALYST	Z	50.9	1104-1336	1	51.8	1152-1394	2506-3032
* 4261	REAL PROPERTY APPRAISER	Z	41.3	701- 846	17	42.2	731- 882	1590-1918
4261T	REAL PROPERTY APPRAISER TRAINEE			566- 566	0		591- 591	
4263	ASST CHIEF TECHNICAL SERVICES, ASSESSOR	Z	41.3	701- 846	1	42.2	731- 882	1590-1918
4265	SENIOR REAL PROPERTY APPRAISER	Z	44.7	822- 994	19	45.6	855-1037	1856-2255
4266	CHIEF OF TECHNICAL SERVICES, ASSESSOR	Z	45.7	862-1042	1	46.6	899-1088	1955-2366
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	48.7	994-1203	5	49.6	1037-1255	2255-2730
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER	Z	50.7	1093-1323	1	51.6	1141-1381	2482-3004
4269	CHIEF APPRAISER	Z	52.9	1214-1470	1	53.8	1267-1535	2756-3339
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	48.7	994-1203	1	49.6	1037-1255	2255-2730
5365	STREET ASSESSMENT COORDINATOR		42.8	752- 908	1	43.7	785- 947	1707-2060
9206	AIRPORT PROPERTY SPECIALIST I		49.5	1032-1249	1	50.4	1078-1304	2345-2836
9207	AIRPORT PROPERTY SPECIALIST II		51.5	1136-1375	2	52.4	1185-1436	2577-3123
9395	ASST RENTAL MANAGER, PORT OF SF		40.8	684- 826	0	41.7	714- 862	1553-1875
9396	COMMERCIAL PROPERTY MANAGER	Z	47.0	916-1109	1	47.9	956-1158	2079-2519

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 80

46

5204 ASSISTANT CIVIL ENGINEER

1980-81 SALARY SCHEDULE 44.4 APPROX $1762 - $1938 - $2129 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	78	1762	1938	2129		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	2464	1910	2037	2300	5,019,168											
STATE OF CALIFORNIA	0	1743	1922	2100	0	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	13	1549	1782	2014	23,166	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	50	1874	2155	2436	107,750	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	31	1832	1977	2122	61,287	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	23	1708	1892	2076	43,516	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	13	1730	1908	2086	24,804	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	20	1688	1900	2111	38,000	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	18	1734	1921	2107	34,578	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	1761	1942	2123	3,884	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	10	1972	2185	2397	21,850	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF FREMONT	0	1829	2027	2224	0	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF HAYWARD	3	1716	1902	2087	5,706	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	15	2127	2238	2348	33,570	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	4	1951	2161	2370	8,644	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	18	1869	2070	2271	37,260	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	1	1825	1964	2102	1,964	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	4	1690	1871	2052	7,484	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	2	1729	1915	2101	3,830	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	21	1954	2118	2281	44,478	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
TOTALS ... 19	2712	.....			5,520,939											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2036 *

* RATE RANGE 1832 TO 2240 *

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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3535	RADIO ANNOUNCER - OPERATOR.....		34.5	510- 614	2	35.5	534- 644	1161-1401
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD...	Z	53.0	1220-1477	1	54.0	1279-1550	2782-3371
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	46.8	908-1099	4	47.8	952-1152	2071-2506
5122	ASSISTANT CITY ARCHITECT.....	Z	55.5	1375-1666	1	56.9	1470-1782	3197-3876
5124	CITY ARCHITECT.....	Z	58.0	1550-1881	1	59.4	1658-2014	3606-4380
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	52.9	1214-1470	5	53.9	1273-1543	2769-3356
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	54.4	1304-1580	2	55.4	1368-1658	2975-3606
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	53.6	1255-1520	1	54.6	1316-1596	2862-3471
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER..	Z	54.6	1316-1596	0	55.6	1381-1674	3004-3641
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	48.5	984-1191	1	49.5	1032-1249	2245-2717
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	51.5	1136-1375	1	52.5	1191-1443	2590-3139
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	55.0	1342-1626	1	56.0	1407-1706	3060-3711
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	53.4	1243-1506	1	54.4	1304-1580	2836-3437
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	55.0	1342-1626	1	56.0	1407-1706	3060-3711
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	51.5	1136-1375	1	52.5	1191-1443	2590-3139
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	55.0	1342-1626	1	56.0	1407-1706	3060-3711
5174	ADMINISTRATIVE ENGINEER.....	Z	52.4	1185-1436	5	53.4	1243-1506	2704-3276
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	54.9	1336-1618	1	55.9	1401-1698	3047-3693
5177	SAFETY OFFICER.....	Z	46.2	882-1067	1	47.2	925-1120	2012-2436
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	55.0	1342-1626	1	56.0	1407-1706	3060-3711
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	54.8	1329-1611	1	55.8	1394-1690	3032-3676
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	59.3	1650-2004	1	60.3	1731-2104	3765-4576
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	56.7	1457-1765	1	57.7	1528-1853	3323-4030
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	59.4	1658-2014	1	60.4	1740-2115	3785-4600
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	60.6	1756-2135	1	61.6	1844-2242	4011-4876
5202	JUNIOR CIVIL ENGINEER.....	Z	41.4	704- 850	49	42.4	738- 891	1605-1938
5204	ASSISTANT CIVIL ENGINEER.....	Z	44.4	810- 979	78	45.4	850-1027	1849-2234
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	47.9	956-1158	3	48.9	1003-1214	2182-2640
5206	ASSOCIATE CIVIL ENGINEER.....	Z	47.9	956-1158	64	48.9	1003-1214	2182-2640
5208	CIVIL ENGINEER.....	Z	50.9	1104-1336	41	51.9	1158-1401	2519-3047
5210	SENIOR CIVIL ENGINEER.....	Z	53.4	1243-1506	25	54.4	1304-1580	2836-3437
5212	PRINCIPAL CIVIL ENGINEER.....	Z	56.6	1450-1756	8	57.6	1520-1844	3306-4011
5214	BUILDING PLANS ENGINEER.....	Z	52.9	1214-1470	1	53.9	1273-1543	2769-3356
5215	FIRE PROTECTION ENGINEER.....	Z	50.9	1104-1336	3	51.9	1158-1401	2519-3047
5216	CHIEF SURVEYOR.....	Z	49.8	1047-1267	1	50.8	1099-1329	2390-2891
5217	BUILDING CODE ANALYST.....	Z	52.3	1180-1429	0	53.3	1237-1499	2690-3260
5218	STRUCTURAL ENGINEER.....	Z	52.9	1214-1470	2	53.9	1273-1543	2769-3356

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
5219	SENIOR STRUCTURAL ENGINEER	Z	54.4	1304-1580	0	55.4	1368-1658	2975-3606
5220	JUNIOR WATER PURIFICATION ENGINEER	Z	41.4	704- 850	1	42.4	738- 891	1605-1938
5222	ASSISTANT WATER PURIFICATION ENGINEER	Z	44.4	810- 979	1	45.4	850-1027	1849-2234
5224	ASSOCIATE WATER PURIFICATION ENGINEER		47.9	956-1158	0	48.9	1003-1214	2182-2640
5228	ASSISTANT TRAFFIC ENGINEER	Z	44.4	810- 979	5	45.4	850-1027	1849-2234
5229	ASSOCIATE TRAFFIC ENGINEER	Z	47.9	956-1158	6	48.9	1003-1214	2182-2640
5230	TRAFFIC ENGINEER	Z	50.9	1104-1336	4	51.9	1158-1401	2519-3047
5232	SENIOR TRAFFIC ENGINEER	Z	53.4	1243-1506	2	54.4	1304-1580	2836-3437
5233	PRINCIPAL TRAFFIC ENGINEER	Z	56.6	1450-1756	1	57.6	1520-1844	3306-4011
5234	JUNIOR ELECTRICAL ENGINEER	Z	41.4	704- 850	7	42.4	738- 891	1605-1938
5236	ASSISTANT ELECTRICAL ENGINEER	Z	44.4	810- 979	12	45.4	850-1027	1849-2234
5238	ASSOCIATE ELECTRICAL ENGINEER	Z	47.9	956-1158	15	48.9	1003-1214	2182-2640
5240	ELECTRICAL ENGINEER	Z	50.9	1104-1336	10	51.9	1158-1401	2519-3047
5242	SENIOR ELECTRICAL ENGINEER	Z	53.4	1243-1506	5	54.4	1304-1580	2836-3437
5246	RADIO ENGINEER	Z	51.1	1114-1349	1	52.1	1169-1414	2543-3075
5247	ASSOCIATE SANITARY ENGINEER	Z	47.9	956-1158	8	48.9	1003-1214	2182-2640
5248	SANITARY ENGINEER	Z	50.9	1104-1336	3	51.9	1158-1401	2519-3047
5249	SENIOR SANITARY ENGINEER	Z	53.4	1243-1506	3	54.4	1304-1580	2836-3437
5250	JUNIOR MECHANICAL ENGINEER	Z	41.4	704- 850	9	42.4	738- 891	1605-1938
5252	ASSISTANT MECHANICAL ENGINEER	Z	44.4	810- 979	16	45.4	850-1027	1849-2234
5254	ASSOCIATE MECHANICAL ENGINEER	Z	47.9	956-1158	17	48.9	1003-1214	2182-2640
5256	MECHANICAL ENGINEER	Z	50.9	1104-1336	14	51.9	1158-1401	2519-3047
5258	SENIOR MECHANICAL ENGINEER	Z	53.4	1243-1506	4	54.4	1304-1580	2836-3437
5260	ARCHITECTURAL ASSISTANT I		35.8	622- 752	2	39.8	652- 788	1418-1714
5261	ARCHITECTURAL ASSISTANT II		41.3	701- 846	8	42.3	735- 887	1599-1929
5265	ARCHITECTURAL ASSOCIATE I	Z	44.8	826- 998	7	45.8	866-1047	1884-2277
5266	ARCHITECTURAL ASSOCIATE II	Z	46.8	908-1099	7	47.8	952-1152	2071-2506
5268	ARCHITECT	Z	48.8	998-1208	11	49.8	1047-1267	2277-2756
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	49.8	1047-1267	1	50.8	1099-1329	2390-2891
5270	SENIOR ARCHITECT	Z	50.8	1099-1329	8	51.8	1152-1394	2506-3032
5272	ASSISTANT LANDSCAPE ARCHITECT	Z	40.7	681- 822	4	41.7	714- 862	1553-1875
5273	PRINCIPAL ARCHITECT	Z	53.3	1237-1499	3	54.3	1298-1573	2823-3421
5274	LANDSCAPE ARCHITECT	Z	42.7	748- 903	1	43.7	785- 947	1707-2060
5275	SENIOR LANDSCAPE ARCHITECT	Z	45.7	862-1042	1	46.7	903-1093	1964-2377
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		39.4	641- 773	1	40.4	671- 810	1459-1762
5302	TRAFFIC SURVEY TECHNICIAN		34.6	512- 617	2	35.6	536- 647	1166-1407
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		41.9	721- 870	1	42.9	755- 912	1642-1984

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
5304	MATERIALS TESTING AIDE		34.6	512- 617	6	35.6	536- 647	1166-1407
5305	MATERIALS TESTING TECHNICIAN		36.9	570- 688	5	37.9	596- 721	1296-1568
5310	SURVEYOR'S FIELD ASSISTANT		44.1	800- 966	20	44.6	818- 989	1779-2151
5312	SURVEYOR		46.3	887-1073	14	46.8	908-1099	1975-2390
5314	SURVEY PARTY CHIEF		47.9	956-1158	12	48.4	979-1185	2129-2577
5320	ILLUSTRATOR AND ART DESIGNER	Z	39.5	644- 777	2	40.5	674- 814	1466-1770
5322	GRAPHIC ARTIST		36.4	557- 671	1	37.4	583- 704	1268-1531
5323	CITY PLANNING GRAPHICS AIDE		38.9	625- 755	3	39.9	655- 792	1425-1723
5330	CITY PLANNING GRAPHICS SUPERVISOR		40.9	688- 830	0	41.9	721- 870	1568-1892
5342	MECHANICAL ENGINEERING ASSISTANT I		33.1	477- 575	1	34.1	500- 602	1088-1309
5344	MECHANICAL ENGINEERING ASSISTANT II		38.4	611- 738	12	39.4	641- 773	1394-1681
5346	MECHANICAL ENGINEERING ASSOCIATE I		40.9	688- 830	5	41.9	721- 870	1568-1892
5350	ELECTRICAL ENGINEERING ASSISTANT I		33.1	477- 575	3	34.1	500- 602	1088-1309
5352	ELECTRICAL ENGINEERING ASSISTANT II		38.4	611- 738	8	39.4	641- 773	1394-1681
5354	ELECTRICAL ENGINEERING ASSOCIATE I		40.9	688- 830	7	41.9	721- 870	1568-1892
5360	CIVIL ENGINEERING ASSISTANT I		33.1	477- 575	12	34.1	500- 602	1088-1309
5362	CIVIL ENGINEERING ASSISTANT II		38.4	611- 738	52	39.4	641- 773	1394-1681
5364	CIVIL ENGINEERING ASSOCIATE I		40.9	688- 830	38	41.9	721- 870	1568-1892
5366	ENGINEERING ASSOCIATE II		41.9	721- 870	9	42.9	755- 912	1642-1984
5370	COST ESTIMATOR		43.2	766- 925	0	44.2	803- 970	1747-2110
5380	STUDENT ENGINEERING TRAINEE I			512- 512	0		538- 538	
5381	STUDENT ENGINEERING TRAINEE II			561- 561	0		589- 589	
5382	STUDENT ENGINEERING TRAINEE III			598- 598	0		628- 628	
5384	TECH INSTRUCT ASST, ELECTRONIC TECH		38.5	614- 742	1	39.5	644- 777	1401-1690
6230	STREET INSPECTOR		38.7	620- 748	6	39.7	650- 785	1414-1707
6231	SENIOR STREET INSPECTOR		41.7	714- 862	2	42.7	748- 903	1627-1964
6232	STREET INSPECTION SUPERVISOR		44.7	822- 994	1	45.7	862-1042	1875-2266
6262	PLAN CHECKER (ARCHITECTURAL)		46.8	908-1099	1	47.8	952-1152	2071-2506
6264	PLAN CHECKER (ENGINEERING)		48.0	961-1163	0	49.0	1008-1220	2192-2654
6266	SENIOR PLAN CHECKER	Z	51.0	1109-1342	2	52.0	1163-1407	2530-3060
6309	MECHANICAL CONSTRUCTION INSPECTOR		43.9	773- 934	1	44.9	810- 979	1762-2129
6318	CONSTRUCTION INSPECTOR		47.9	956-1158	44	48.9	1003-1214	2182-2640
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	47.9	956-1158	1	48.9	1003-1214	2182-2640
7134	WATER CONSTRUCTION AND MAINT SUPT		52.4	1185-1436	1	53.4	1243-1506	2704-3276
7367	RADIO TECHNICIAN		45.9	870-1052	12	46.9	912-1104	1984-2401
7368	SENIOR RADIO TECHNICIAN		47.9	956-1158	2	48.9	1003-1214	2182-2640
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP		38.9	625- 755	1	39.9	655- 792	1425-1723

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING	42.9	755- 912	1	43.9	792- 956	1723-2079
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY Z	51.1	1114-1349	1	52.1	1169-1414	2543-3075
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		1214-1214	1		1275-1275	
9197	SIGNAL AND SYSTEMS ENGINEER.....		1368-1368	1		1436-1436	
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT.. Z	46.4	891-1078	0	47.4	934-1131	2031-2460
9366	ENGINEERING AIDE, PORT.....	33.6	489- 589	1	37.1	575- 694	1251-1509
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION... Z	44.4	810- 979	0	45.4	850-1027	1849-2234
9379	CHIEF HARBOR ENGINEER..... Z	57.6	1520-1844	1	58.6	1596-1936	3471-4211

NUMBER OF CLASSES THIS BENCHMARK..... 119
NUMBER OF POSITIONS THIS BENCHMARK..... 804

5278 PLANNER II

1980-81 SALARY SCHEDULE 41.9 APPROX $1568 - $1723 - $1892 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	13	1568	1723	1892		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	1	1626	1791	1956	1,791	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
ALAMEDA COUNTY	12	1620	1780	1939	21,360	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	9	1573	1743	1912	15,687	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	4	1574	1735	1896	6,940	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	3	1550	1743	1936	5,229	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	2	1576	1740	1904	3,480	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	4	1600	1852	2024	7,408	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	3	1889	2092	2295	6,276	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF FREMONT	0	1742	1930	2118	0	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00- 85.00		12-15-21-21
CITY OF HAYWARD	3	1633	1811	1988	5,433	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	5	1995	2102	2208	10,510	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF RICHMOND	2	1842	2036	2229	4,072	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	18	1764	1954	2143	35,172	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	1	1738	1870	2002	1,870	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SUNNYVALE	2	1808	2003	2198	4,006	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
METROPOLITAN TRANS. COMM.	8	1626	1844	2061	14,752											
TOTALS ... 16	77	.....			143,986											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1870 *

* RATE RANGE 1683 TO 2057 *

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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

****
BENCHMARK CLASS * 5278 PLANNER II *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
1817	COPY READER	Z	39.9	655- 792	1	41.6	710- 858	1544-1866
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING)	Z	55.6	1381-1674	1	57.3	1499-1818	3260-3954
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS	Z	55.6	1381-1674	1	57.3	1499-1818	3260-3954
5276	CITY PLANNING INTERN	Z	35.0	521- 628	0	36.7	565- 681	1229-1481
5277	PLANNER I	Z	37.9	596- 721	2	39.6	647- 781	1407-1699
* 5278	PLANNER II	Z	41.9	721- 870	13	43.6	781- 943	1699-2051
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	48.9	1003-1214	1	50.6	1088-1316	2366-2862
5280	PLANNER III	Z	45.4	850-1027	6	47.1	920-1114	2001-2423
5280A	PLANNER III, ADMINISTRATIVE	Z	45.4	850-1027	1	47.1	920-1114	2001-2423
5280B	PLANNER III, URBAN DESIGN	Z	45.4	850-1027	0	47.1	920-1114	2001-2423
5280C	PLANNER III, TRANSPORTATION	Z	45.4	850-1027	0	47.1	920-1114	2001-2423
5282	PLANNER IV	Z	48.9	1003-1214	3	50.6	1088-1316	2366-2862
5282A	PLANNER IV, URBAN SYSTEMS ANALYST	Z	48.9	1003-1214	1	50.6	1088-1316	2366-2862
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST	Z	48.9	1003-1214	0	50.6	1088-1316	2366-2862
5283	PLANNER V, URBAN DESIGN	Z	52.4	1185-1436	1	54.1	1285-1558	2795-3389
5284	ENVIRONMENTAL REVIEW OFFICER	Z	50.9	1104-1336	2	52.6	1197-1450	2603-3154
5287	TRANSIT PLANNER I	Z	37.9	596- 721	2	39.6	647- 781	1407-1699
5288	TRANSIT PLANNER II	Z	41.9	721- 870	2	43.6	781- 943	1699-2051
5289	TRANSIT PLANNER III	Z	45.4	850-1027	2	47.1	920-1114	2001-2423
5290	TRANSIT PLANNER IV	Z	48.9	1003-1214	3	50.6	1088-1316	2366-2862
5292	PLANNER III (ZONING)	Z	45.4	850-1027	2	47.1	920-1114	2001-2423
5294	PLANNER IV (ZONING)	Z	48.9	1003-1214	2	50.6	1088-1316	2366-2862
5295	SCHOOL FACILITIES PLANNER	Z	51.4	1131-1368	2	53.1	1226-1484	2667-3228
5297	PLANNER V (ZONING)	Z	52.4	1185-1436	1	54.1	1285-1558	2795-3389
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	45.4	850-1027	1	47.1	920-1114	2001-2423
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	48.9	1003-1214	1	50.6	1088-1316	2366-2862
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		1570-1570	0		1782-1782	
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1202-1202	0		1304-1304	
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1082-1082	0		1174-1174	
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		957- 957	0		1038-1038	
5412	PLANNING COORDINATOR	Z		1087-1087	0		1179-1179	
5414	COORDINATOR, OPEN SPACE & PK RENOVATION	Z	48.9	1003-1214	0	50.6	1088-1316	2366-2862
9397	PORT DEVELOPMENT CONSULTANT		52.9	1214-1470	0	54.6	1316-1596	2862-3471
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	41.9	721- 870	4	43.6	781- 943	1699-2051
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	45.4	850-1027	1	47.1	920-1114	2001-2423
9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY	Z	47.4	934-1131	1	49.1	1013-1226	2203-2667
9411	CITIZEN PARTICIPATION REHAB MONITOR	Z	45.4	850-1027	2	47.1	920-1114	2001-2423

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY.. Z	41.4	704- 850	1	43.1	762- 920	1657-2001
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY. Z	31.0	434- 521	1	32.7	469- 565	1020-1229

NUMBER OF CLASSES THIS BENCHMARK..... 39
NUMBER OF POSITIONS THIS BENCHMARK..... 61

6120 ENVIRONMENTAL HEALTH INSPECTOR

1980-81 SALARY SCHEDULE 41.4 APPROX $1531 - $1681 - $1849 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	46	1531	1681	1849		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	1	1590	1752	1913	1,752	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	28	1574	1731	1888	48,468	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
ALAMEDA COUNTY	8	1649	1813	1977	14,504	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	1	1507	1670	1832	1,670	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	18	1622	1797	1971	32,346	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	7	1504	1657	1810	11,599	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	6	1508	1697	1886	10,182	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	9	1777	1999	2221	17,991	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	29	1489	1651	1812	47,879	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	1537	1673	1808	3,346	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
TOTALS ... 7	109	.....			189,737											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1741

RATE RANGE 1567 TO 1915

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 6120 ENVIRONMENTAL HEALTH INSPECTOR *
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CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2806	DISEASE CONTROL INVESTIGATOR..... Z	36.4	557- 671	13	37.1	575- 694	1251-1509
2808	SENIOR DISEASE CONTROL INVESTIGATOR..... Z	37.9	596- 721	3	38.6	617- 745	1342-1620
6102	RODENT CONTROL TECHNICIAN.....	35.9	544- 655	6	36.6	562- 677	1222-1472
6104	SENIOR RODENT CONTROL TECHNICIAN.....	37.9	596- 721	1	38.6	617- 745	1342-1620
* 6120	ENVIRONMENTAL HEALTH INSPECTOR..... Z	41.4	704- 850	46	42.1	728- 878	1583-1910
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR... Z	43.4	773- 934	6	44.1	800- 966	1740-2101
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR Z	45.6	858-1037	7	46.3	887-1073	1929-2334
6125	HOSPITAL HEALTH AND SAFETY OFFICER..... Z		857- 857	0		887- 887	
6126	CHIEF, BUR OF ENVIRONMENTAL HEALTH SERV. Z	50.1	1062-1285	1	50.8	1099-1329	2390-2891
6127	ASST CHIEF, BUR OF ENVIRON HEALTH SERV.. Z	47.8	952-1152	1	48.5	984-1191	2140-2590
6208	ASSISTANT SEWER SAFETY INSPECTOR.....	35.9	544- 655	1	36.6	562- 677	1222-1472
6216	SEWER SAFETY INSPECTOR.....	39.9	655- 792	1	40.6	677- 818	1472-1779
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR..... Z	43.0	758- 916	13	43.7	785- 947	1707-2060
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR Z	44.5	814- 984	2	45.2	842-1018	1831-2214
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR. Z	46.7	903-1093	1	47.4	934-1131	2031-2460

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 102

7334 STATIONARY ENGINEER

1980-81 SALARY SCHEDULE 43.5 APPROX $1690 - $1857 - $2040 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	212	1690	1857	2040		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	529	1843	1963	2129	1,038,427											
STATE OF CALIFORNIA	32	1626	1704	1782	54,528	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	58	1677	1817	1956	105,306	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	28	1743	1889	2034	52,892	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	45	2108	2108	2108	94,860	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	13	1592	1674	1756	21,762	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	3	1472	1543	1613	4,629	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	21	1603	1698	1792	35,658	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	11	1454	1605	1756	17,655	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF HAYWARD	2	1399	1518	1636	3,036	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	13	1780	1876	1971	24,388	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	7	1691	1773	1855	12,411	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SANTA CLARA	3	1483	1641	1798	4,923	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
U.C.MEDICAL CENTER S.F.	10	2139	2191	2243	21,910	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	27	2139	2139	2139	57,753	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE LIVERMORE LAB	6	1627	1853	2078	11,118											
TOTALS ... 15	736	.....			1,408,723											
FLAT RATE TOTALS	72	.....			152,613											
COMBINED TOTAL	808															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1914 *
* RATE RANGE 1723 TO 2105 *

WEIGHTED AVERAGE OF THE FLAT RATES 2120 TO 2120

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1758 TO 2106 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 7334 STATIONARY ENGINEER

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
5149	SUPT OF WATER TREATMENT FACILITIES.....	51.2	1120-1355	1	51.8	1152-1394	2506-3032
6233	REFRIGERATOR INSPECTOR.....	48.9	1003-1214	0	49.5	1032-1249	2245-2717
6235	HEAT AND VENTILATION INSPECTOR.....	48.9	1003-1214	0	49.5	1032-1249	2245-2717
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	51.2	1120-1355	12	51.8	1152-1394	2506-3032
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	48.0	961-1163	1	48.6	989-1197	2151-2603
7205	CHIEF STATIONARY ENGINEER.....	48.2	970-1174	9	48.8	998-1208	2171-2627
7209	SCHOOL HEATING AND VENTILATION SUPV.....	51.2	1120-1355	1	51.8	1152-1394	2506-3032
7223	CABLE MACHINERY SUPERVISOR.....	49.8	1047-1267	1	50.4	1078-1304	2345-2836
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	50.2	1067-1291	9	50.8	1099-1329	2390-2891
7321	ELEVATOR MECHANIC.....	47.0	916-1109	0	47.6	943-1141	2051-2482
* 7334	STATIONARY ENGINEER.....	43.5	777- 938	212	44.1	800- 966	1740-2101
7334A	APPRENTICE STATIONARY ENGINEER.....		542- 858	2		579.60-917.70	
7335	SENIOR STATIONARY ENGINEER.....	46.0	874-1057	33	46.6	899-1088	1955-2366
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	45.5	854-1032	98	46.1	878-1062	1910-2310
7372A	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		596- 944	25		637.20-1008.90	
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	48.0	961-1163	32	48.6	989-1197	2151-2603
7430	BRIDGETENDER.....	38.8	622- 752	5	39.4	641- 773	1394-1601
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	43.5	777- 938	9	44.1	800- 966	1740-2101
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		752- 752	0		775- 775	
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	51.2	1120-1355	1	51.8	1152-1394	2506-3032

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 451

7344 CARPENTER

1980-81 SALARY SCHEDULE 45.0 APPROX $1814 - $1992 - $2192 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	74	1814	1992	2192		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	209	1803	1929	2061	403,161											
STATE OF CALIFORNIA	8	1590	1667	1743	13,336	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
U.S. GOVERNMENT	71	1611	1745	1879	123,895	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	11	2122	2122	2122	23,342	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	5	1878	1974	2070	9,870	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
SAN MATEO COUNTY	7	1858	1858	1858	13,006	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	10	2031	2031	2031	20,310	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	1	1546	1604	1662	1,604	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	3	1756	1846	1935	5,538	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF HAYWARD	1	1484	1612	1740	1,612	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	6	1798	1904	2009	11,424	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF RICHMOND	4	1691	1773	1855	7,092	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	10	1687	1869	2051	18,690	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	1	1336	1442	1548	1,442	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SUNNYVALE	2	1561	1730	1898	3,460	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	8	1914	1914	1914	15,312	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	41	2055	2110	2165	86,510	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	9	1693	1869	2044	16,821	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	7	1693	1869	2044	13,083	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
LAWRENCE BERKELEY LAB	20	1608	1730	2051	34,600											
LAWRENCE LIVERMORE LAB	11	1549	1735	1920	19,085											
S.F. HOUSING AUTHORITY	17	2349	2349	2349	39,933											
BAY AREA RAPID TRANSIT	3	1637	1868	2099	5,574	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	2473	2473	2473	2,473	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00		15-15-20-36
TOTALS ... 24	412		.....		776,797											
FLAT RATE TOTALS	54		.....		114,376											
COMBINED TOTAL	466															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1885 *
* RATE RANGE 1697 TO 2074 *

WEIGHTED AVERAGE OF THE FLAT RATES 2118 TO 2118

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1746 TO 2079 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
A170	PROPERTY STAGE HAND.....	8.65 HR		0		8.65 HR	
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV Z	51.9	1158-1401	1	51.9	1158-1401	2519-3047
6331	BUILDING INSPECTOR..... Z	47.9	956-1158	39	47.9	956-1158	2079-2519
6333	SENIOR BUILDING INSPECTOR..... Z	48.9	1003-1214	5	48.9	1003-1214	2182-2640
6334	CHIEF BUILDING INSPECTOR..... Z	49.9	1052-1273	5	49.9	1052-1273	2288-2769
6336	PROPERTY REHABILITATION MANAGER..... Z	50.9	1104-1336	2	50.9	1104-1336	2401-2906
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY. Z	48.2	970-1174	1	48.2	970-1174	2110-2553
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ. Z	49.2	1018-1232	1	49.2	1018-1232	2214-2680
7204	ASST PARK SUPT FOR STRUCTURAL MAINT..... Z	49.7	1042-1261	1	51.1	1114-1349	2423-2934
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....	42.2	731- 882	3	42.2	731- 882	1590-1918
7226	CARPENTER SUPERVISOR I.....	46.8	908-1099	8	46.8	908-1099	1975-2390
7233	GLAZIER SUPERVISOR I.....	46.1	878-1062	2	46.1	878-1062	1910-2310
7236	LOCKSMITH SUPERVISOR I.....	46.8	908-1099	2	46.8	908-1099	1975-2390
7247	SHEET METAL WORKER SUPERVISOR II.....	48.5	984-1191	1	48.5	984-1191	2140-2590
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE..	42.2	731- 882	0	42.2	731- 882	1590-1918
7261	SUPERVISOR OF MAINTENANCE, SFUSD.....	43.2	766- 925	1	43.2	766- 925	1666-2012
7272	CARPENTER SUPERVISOR II.....	50.8	1099-1329	1	50.8	1099-1329	2390-2891
7326	GLAZIER.....	44.0	796- 961	12	44.0	796- 961	1731-2090
7342	LOCKSMITH.....	45.0	834-1008	13	45.0	834-1008	1814-2192
* 7344	CARPENTER.....	45.0	834-1008	77	45.0	834-1008	1814-2192
7356	PATTERNMAKER.....	44.4	810- 979	3	44.4	810- 979	1762-2129
7371	STAGE CARPENTER.....	8.65 HR		0		8.65 HR	
7376	SHEET METAL WORKER.....	44.5	814- 984	15	44.5	814- 984	1770-2140
7378	TILE SETTER.....	43.1	762- 920	1	43.1	762- 920	1657-2001
7395	ORNAMENTAL IRON WORKER.....	41.9	721- 870	6	41.9	721- 870	1568-1892
9330	PILE WORKER.....	46.0	874-1057	19	46.0	874-1057	1901-2299
9332	PILEDRIVER SUPERVISOR I.....	48.0	961-1163	3	48.0	961-1163	2090-2530
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....	45.6	858-1037	1	45.6	858-1037	1866-2255
9343	ROOFER.....	43.4	773- 934	0	43.4	773- 934	1681-2031
9344	ROOFER SUPERVISOR I.....	44.4	810- 979	1	44.4	810- 979	1762-2129
9345	SHEET METAL SUPERVISOR I.....	46.5	895-1083	2	46.5	895-1083	1947-2356
9360	CONSTRUCTION AND MAINT SUPV II, PORT....	47.4	934-1131	1	49.8	1047-1267	2277-2756
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS.. Z	48.1	966-1169	1	48.1	966-1169	2101-2543
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	46.6	899-1088	1	46.6	899-1088	1955-2366
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR. Z	49.1	1013-1226	1	49.1	1013-1226	2203-2667

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 230

7345 ELECTRICIAN

1980-81 SALARY SCHEDULE 45.9 APPROX $1892 - $2079 - $2288 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	83	1892	2079	2288		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	887	1820	1830	2031	1,623,210											
STATE OF CALIFORNIA	9	1662	1744	1825	15,696	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
U.S. GOVERNMENT	150	1677	1817	1956	272,550	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	5	2237	2237	2237	11,185	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	8	2002	2105	2207	16,840	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	1542	1616	1690	1,616	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	1	2044	2044	2044	2,044	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	10	2217	2217	2217	22,170	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	5	1798	1882	1966	9,410	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	2	1756	1846	1935	3,692	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF HAYWARD	3	1642	1785	1928	5,355	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	15	1897	1994	2091	29,910	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF RICHMOND	5	1855	1946	2037	9,730	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-152.00		10-15-20-25
CITY OF SAN JOSE	30	1756	1945	2133	58,350	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	1	1336	1442	1548	1,442	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SUNNYVALE	1	1561	1730	1898	1,730	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	8	1992	1992	1992	15,936	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	11	2114	2169	2224	23,859	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	7	1860	2052	2243	14,364	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	0	1693	1869	2044	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	22	1860	2052	2243	45,144	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
LAWRENCE BERKELEY LAB	25	1408	1730	2051	43,250											
LAWRENCE LIVERMORE LAB	17	1627	1853	2078	31,501											
S.F. HOUSING AUTHORITY	6	3252	3252	3252	19,512											
BAY AREA RAPID TRANSIT	50	1637	1858	2079	92,900	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	7	2760	2760	2760	19,320	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00		15-15-20-30
TOTALS ... 25	1249		.....		2,300,549											
FLAT RATE TOTALS	37		.....		90,167											
COMBINED TOTAL	1286															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1842 *
* RATE RANGE 1658 TO 2026 *

WEIGHTED AVERAGE OF THE FLAT RATES 2437 TO 2437

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1680 TO 2038 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
6248	ELECTRICAL INSPECTOR	Z	48.0	961-1163	23	48.0	961-1163	2080-2530
6249	SENIOR ELECTRICAL INSPECTOR		49.0	1008-1220	0	49.0	1008-1220	2182-2654
6250	CHIEF ELECTRICAL INSPECTOR	Z	50.0	1057-1279	1	50.0	1057-1279	2289-2782
6252	LINE INSPECTOR	Z	48.0	961-1163	2	48.0	961-1163	2080-2530
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	49.5	1032-1249	1	49.5	1032-1249	2245-2717
7128	POWER HOUSE SUPERINTENDENT	Z	46.0	874-1057	2	46.0	874-1057	1901-2299
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z	53.9	1273-1543	2	54.9	1336-1618	2906-3519
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	49.7	1042-1261	1	49.7	1042-1261	2266-2743
7132	TELECOMMUNICATIONS SUPERVISOR		47.9	956-1158	1	47.9	956-1158	2079-2519
7229	TRANSMISSION LINE SUPERVISOR I		48.4	979-1185	2	48.4	979-1185	2129-2577
7235	TRANSIT POWER LINE SUPERVISOR I		48.4	979-1185	3	48.4	979-1185	2129-2577
7238	ELECTRICIAN SUPERVISOR I		48.4	979-1185	10	48.4	979-1185	2129-2577
7244	POWER PLANT SUPERVISOR I		44.0	796- 961	3	44.0	796- 961	1731-2090
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		48.4	979-1185	1	48.4	979-1185	2129-2577
7257	COMMUNICATION LINE SUPERVISOR I		48.4	979-1185	1	48.4	979-1185	2129-2577
7273	COMMUNICATION LINE WORKER SUPV II		50.6	1088-1316	1	50.6	1088-1316	2366-2862
7274	TRANSIT POWER LINE WORKER SUPV II		50.6	1088-1316	1	50.6	1088-1316	2366-2862
7275	CABLE SPLICER SUPERVISOR I		50.6	1088-1316	1	50.6	1088-1316	2366-2862
7276	ELECTRICIAN SUPERVISOR II		50.6	1088-1316	2	50.6	1088-1316	2366-2862
7279	POWERHOUSE ELECTRICIAN SUPV II		50.6	1088-1316	1	50.6	1088-1316	2366-2862
7285	TRANSMISSION LINE WORKER SUPV II		50.6	1088-1316	1	50.6	1088-1316	2366-2862
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		48.4	979-1185	2	48.4	979-1185	2129-2577
7288	SIGNAL SYSTEM MAINTENANCE SUPT	Z	50.4	1078-1304	1	50.4	1078-1304	2345-2836
7308	CABLE SPLICER		48.4	979-1185	3	48.4	979-1185	2129-2577
7318	ELECTRONIC MAINTENANCE TECHNICIAN		45.9	870-1052	51	46.9	912-1104	1984-2401
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		46.9	912-1104	11	46.9	912-1104	1984-2401
7338	ELECTRICAL LINE WORKER		45.9	870-1052	39	45.9	870-1052	1892-2288
* 7345	ELECTRICIAN		45.9	870-1052	83	45.9	870-1052	1892-2288
7363	POWERHOUSE ELECTRICIAN		45.9	870-1052	5	45.9	870-1052	1892-2288
7369	POWERHOUSE OPERATOR		40.2	664- 803	15	40.2	664- 803	1444-1747
7365	SENIOR POWERHOUSE OPERATOR		42.7	748- 903	8	42.7	748- 903	1627-1964
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN		45.9	870-1052	6	45.9	870-1052	1892-2288
7377	STAGE ELECTRICIAN		41.3	701- 846	2	41.3	701- 846	1525-1840
7408	ASSISTANT POWER HOUSE OPERATOR		35.5	534- 644	8	35.5	534- 644	1161-1401
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN		43.8	788- 952	19	43.8	788- 952	1714-2071
7432	ELECTRICAL LINE HELPER		42.9	755- 912	4	42.9	755- 912	1642-1984
7510	LIGHTING FIXTURE MAINTENANCE WORKER		33.7	491- 591	7	33.7	491- 591	1068-1285

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
9240	AIRPORT ELECTRICIAN.....	47.9	956-1158	10	47.9	956-1158	2079-2519
9241	AIRPORT ELECTRICIAN SUPERVISOR.....	48.9	1003-1214	1	48.9	1003-1214	2182-2640
9242	HEAD AIRPORT ELECTRICIAN.....	49.9	1052-1273	1	49.9	1052-1273	2288-2769
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL..... Z	46.9	912-1104	1	46.9	912-1104	1984-2401

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 337

7346 PAINTER

1980-81 SALARY SCHEDULE 45.5 APPROX $1857 - $2040 - $2245 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	71	1857	2040	2245		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	168	1956	2114	2116	355,152											
STATE OF CALIFORNIA	10	1590	1667	1743	16,670	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	105	1611	1745	1879	183,225	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	17	2153	2153	2153	36,601	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	4	1878	1974	2070	7,896	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	5	1858	1858	1858	9,290	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	6	2031	2031	2031	12,186	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	1546	1604	1662	3,208	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	2	1756	1846	1935	3,692	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF HAYWARD	1	1427	1549	1671	1,549	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	12	1803	1900	1997	22,800	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	3	1691	1773	1855	5,319	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	20	1687	1869	2051	37,380	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	1	1336	1442	1548	1,442	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SUNNYVALE	1	1561	1730	1898	1,730	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNT. UTIL. DIST.	9	1914	1914	1914	17,226	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	19	2062	2116	2170	40,184	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	7	1693	1869	2044	13,083	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	6	1693	1869	2044	11,214	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	7	1408	1730	2051	12,110											
LAWRENCE LIVERMORE LAB	11	1549	1735	1920	19,085											
S.F. HOUSING AUTHORITY	24	2560	2560	2560	61,440											
BAY AREA RAPID TRANSIT	4	1637	1858	2079	7,432	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	4	2445	2445	2445	9,780	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 24	383		.....		743,191											
FLAT RATE TOTALS	65		.....		146,523											
COMBINED TOTAL	448															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1940 *
* RATE RANGE 1746 TO 2134 *

WEIGHTED AVERAGE OF THE FLAT RATES 2254 TO 2254

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1820 TO 2151 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 7346 PAINTER *
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CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	43.9	792- 956	1	43.9	792- 956	1723-2079
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	46.5	895-1083	1	46.5	895-1083	1947-2356
7242	PAINTER SUPERVISOR I.....	45.5	854-1032	8	45.5	854-1032	1857-2245
7278	PAINTER SUPERVISOR II.....	50.2	1067-1291	1	50.2	1067-1291	2321-2808
7309	CAR AND AUTO PAINTER.....	42.5	742- 895	16	42.5	742- 895	1614-1947
* 7346	PAINTER.....	45.5	854-1032	71	45.5	854-1032	1857-2245

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 98

7347 PLUMBER

1980-81 SALARY SCHEDULE 46.6 APPROX $1955 - $2151 - $2366 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	61	1955	2151	2366		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	181	1901	2019	2085	365,439											
STATE OF CALIFORNIA	4	1662	1744	1825	6,976	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	26	1611	1745	1879	45,370	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	10	1677	1817	1956	18,170	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	2	2350	2350	2350	4,700	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	4	2002	2105	2207	8,420	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	0	2044	2044	2044	0	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	9	2217	2217	2217	19,953	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF OAKLAND	3	2055	2165	2275	6,495	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	2	1807	2002	2196	4,004	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SUNNYVALE	1	1561	1730	1898	1,730	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
OAKLAND CITY SCHOOL DIST.	12	2222	2281	2339	27,372	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	8	1860	2052	2243	16,416	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	0	1693	1869	2044	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	6	1860	2052	2243	12,312	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	12	1683	1770	2051	20,760											
LAWRENCE LIVERMORE LAB	8	1627	1853	2078	14,824											
S.F. HOUSING AUTHORITY	15	2920	2920	2920	43,800											
BAY AREA RAPID TRANSIT	2	1637	1858	2079	3,716	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	2784	2784	2784	2,784	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 18	279				552,004											
FLAT RATE TOTALS	27				71,237											
COMBINED TOTAL	306															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1979 *
* RATE RANGE 1781 TO 2177 *

WEIGHTED AVERAGE OF THE FLAT RATES 2638 TO 2638

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1857 TO 2218 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
6236	BOILER INSPECTOR		49.0	1008-1220	2	49.0	1008-1220	2192-2654
6238	SENIOR BOILER INSPECTOR		50.0	1057-1279	0	50.0	1057-1279	2299-2782
6242	PLUMBING INSPECTOR	Z	49.0	1008-1220	14	49.0	1008-1220	2192-2654
6244	CHIEF PLUMBING INSPECTOR	Z	51.0	1109-1342	1	51.0	1109-1342	2412-2919
7204	CHIEF WATER SERVICE INSPECTOR		48.8	998-1208	1	48.8	998-1208	2171-2627
7213	PLUMBER SUPERVISOR I		49.0	1008-1220	4	49.0	1008-1220	2192-2654
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		49.6	1037-1255	1	49.6	1037-1255	2255-2730
7239	PLUMBER SUPERVISOR II		49.9	1052-1273	2	49.9	1052-1273	2288-2769
7240	WATER METER SHOP SUPERVISOR I		44.2	803- 970	1	44.2	803- 970	1747-2110
7248	STEAMFITTER SUPERVISOR II		49.9	1052-1273	1	49.9	1052-1273	2288-2769
7250	UTILITY PLUMBER SUPERVISOR I		49.0	1008-1220	22	49.0	1008-1220	2192-2654
7284	UTILITY PLUMBER SUPERVISOR II		50.5	1083-1310	5	50.5	1083-1310	2356-2849
7316	WATER SERVICE INSPECTOR		43.8	788- 952	25	43.8	788- 952	1714-2071
7317	SENIOR WATER SERVICE INSPECTOR		46.8	908-1099	5	46.8	908-1099	1975-2390
7323	FIRE DEPT WATER SYSTEM ASST SUPV		48.6	989-1197	1	48.6	989-1197	2151-2603
* 7347	PLUMBER		46.6	899-1088	61	46.6	899-1088	1955-2366
7348	STEAMFITTER		46.6	899-1088	21	46.6	899-1088	1955-2366
7349	STEAMFITTER ASSISTANT SUPERVISOR		47.7	947-1147	1	47.7	947-1147	2060-2495
7353	WATER METER REPAIRER		42.2	731- 882	6	42.2	731- 882	1590-1918
7360	PIPE WELDER		46.6	899-1088	4	46.6	899-1088	1955-2366
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		47.7	947-1147	0	47.7	947-1147	2060-2495
7388	UTILITY PLUMBER		46.6	899-1088	46	46.6	899-1088	1955-2366
7390	WELDER		40.7	681- 822	9	42.2	731- 882	1590-1918
7442	WATER METER REPAIR HELPER		35.4	531- 641	1	35.4	531- 641	1155-1394
7449	SEWER SERVICE WORKER		45.4	850-1027	11	45.4	850-1027	1849-2234
7462	UTILITY PLUMBER HELPER		42.6	745- 899	0	42.6	745- 899	1620-1955
7463	UTILITY PLUMBER APPRENTICE		43.6	781- 943	23	43.6	781- 943	1699-2051
9346	FUSION WELDER		44.4	810- 979	2	45.9	870-1052	1892-2288

NUMBER OF CLASSES THIS BENCHMARK..... 28
NUMBER OF POSITIONS THIS BENCHMARK..... 270

7355 TRUCK DRIVER, LIGHT

1980-81 SALARY SCHEDULE APPROX $1849 - $1938 - $2031 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	164	1849	1938	2031		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	2367	1724	2038	2041	4,823,946											
STATE OF CALIFORNIA	2	1352	1418	1483	2,836	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	15	1349	1461	1573	21,915	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	78	1415	1533	1650	119,574	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	13	1721	1721	1721	22,373	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	8	1397	1572	1746	12,576	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
CITY OF BERKELEY	1	1331	1382	1433	1,382	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	5	1689	1689	1689	8,445	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	12	1444	1444	1444	17,328	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	4	1618	1739	1860	6,956	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	13	1546	1703	1860	22,139	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	15	1254	1487	1719	22,305											
TOTALS ... 11.	2503	.....			5,033,629											
FLAT RATE TOTALS	30	.....			48,146											
COMBINED TOTAL	2533															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2011 *
* RATE RANGE 1810 TO 2212 *

WEIGHTED AVERAGE OF THE FLAT RATES 1605 TO 1605

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1808 TO 2205 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
0 1	CHAUFFEUR, PASSENGER.....		32.8	471- 567	0	34.5	510- 614	1109-1335
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	45.6	858-1037	2	47.3	929-1125	2021-2447
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	46.6	899-1088	2	48.3	975-1180	2121-2567
7221	ASPHALT PLANT SUPERVISOR I.....		47.3	929-1125	1	49.0	1008-1220	2192-2654
7282	STREET REPAIR SUPERVISOR II.....		45.6	858-1037	3	47.3	929-1125	2021-2447
7312	CHAUFFEUR.....		29.1	398- 477	1	30.8	430- 517	935-1124
7328	OPERATING ENGINEER, UNIVERSAL			717-1131	27		777-1226	
* 7355	TRUCK DRIVER.....			850-1078	164		920-1169	
7424	DRYER-MIXER OPERATOR.....		44.3	807- 975	3	46.0	874-1057	1901-2299
9129	AIRPORT MAINTENANCE SUPERVISOR.....	Z	40.4	671- 810	2	42.1	728- 878	1583-1910
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	47.1	920-1114	1	48.8	998-1208	2171-2627
9331	PILEDRIVER ENGINE OPERATOR.....		47.3	929-1125	3	49.0	1008-1220	2192-2654
9334	DECKHAND, TUGS AND DREDGES.....		41.7	714- 862	8	43.4	773- 934	1681-2031
9335	MARINE FIRE AND BOILER OPERATOR.....		41.7	714- 862	1	43.4	773- 934	1681-2031
9336	HEAD DREDGE LEVER OPERATOR.....		47.7	947-1147	1	49.4	1027-1243	2234-2704
9337	DIESEL TUGBOAT OPERATOR.....		46.8	903-1099	1	48.5	984-1191	2140-2590
9340	DREDGING SUPERVISOR.....		49.2	1018-1232	1	50.9	1104-1336	2401-2906

NUMBER OF CLASSES THIS BENCHMARK..... 17
NUMBER OF POSITIONS THIS BENCHMARK..... 221

7381 AUTOMOTIVE MECHANIC

1980-81 SALARY SCHEDULE 43.3 APPROX $2022 - $2022 - $2022 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	86	2022	2022	2022		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	482	1696	1847	2226	890,254											
PRIVATE BAY AREA	724	2090	2090	2249	1,513,160											
STATE OF CALIFORNIA	2	1483	1555	1626	3,110	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	28	1545	1674	1803	46,872	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	36	1611	1745	1879	62,820	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	134	1677	1817	1956	243,478	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	1887	1887	1887	9,435	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	13	1799	1891	1983	24,583	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	3	1579	1655	1731	4,965	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	2	1746	1746	1746	3,492	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	1	1621	1824	2026	1,824	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	16	1454	1605	1756	25,680	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	12	1654	1713	1771	20,556	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	3	1756	1846	1935	5,538	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF FREMONT	3	1432	1587	1741	4,761	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF HAYWARD	4	1466	1587	1707	6,348	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	11	1733	1825	1917	20,075	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF OAKLAND	11	1870	1970	2070	21,670	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	5	1727	1814	1900	9,070	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	28	1633	1827	2021	51,156	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	4	1339	1446	1552	5,784	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	4	1446	1601	1755	6,404	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	8	1520	1684	1848	13,472	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	4	1914	1914	1914	7,656	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C. BERKELEY	8	1775	1910	2044	15,280	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
A.C. TRANSIT	53	2104	2104	2104	111,512	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65-	78.65	10-15-20-25
A.C. TRANSIT	49	2126	2126	2126	104,174	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65-	78.65	10-15-20-25
BAY AREA RAPID TRANSIT	14	1638	1858	2079	26,012	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	39	2030	2030	2030	79,170	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
SAN MATEO TRANSIT	26	1784	1784	1784	46,384	40.0	8	YES	NO	*	YES	NO	13.3%	$ 78.65-	78.65	*
SANTA CLARA TRANSIT	73	1869	1996	2123	145,708	40.0	10	YES	YES	12	YES	YES	6.9%	$ 88.87-	117.28	10-15-20-25
TOTALS 25	1627	.....			3,168,580											
FLAT RATE TOTALS	178	.....			361,823											
COMBINED TOTAL	1805															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1947 *
* RATE RANGE 1752 TO 2142 *

WEIGHTED AVERAGE OF THE FLAT RATES 2033 TO 2033

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1780 TO 2131 *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
M270	SUPERINTENDENT, MACH SHOP AND EQUIP,PUC. Z	47.8	952-1152	1	48.9	1003-1214	2182-2640
7123	MACHINE SHOP AND PARKING METER SUPT..... Z	45.6	858-1037	1	48.2	970-1174	2110-2553
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....	48.2	970-1174	0	49.3	1022-1237	2223-2690
7136	WATER SHOPS AND EQUIPMENT SUPT..... Z	49.0	1008-1220	1	50.1	1062-1285	2310-2795
7150	CITY SHOPS GENERAL SUPERINTENDENT..... Z	52.8	1208-1463	1	55.4	1368-1658	2975-3606
7152	SUPT OF MAINTENANCE, MUNI RAILWAY..... Z	52.8	1208-1463	0	55.4	1368-1658	2975-3606
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR. Z	47.2	925-1120	1	48.3	975-1180	2121-2567
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR. Z	48.2	970-1174	1	49.3	1022-1237	2223-2690
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....	47.2	925-1120	4	48.3	975-1180	2121-2567
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....	14.20 HR		3		14.98 HR	
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.	45.7	862-1042	1	46.8	908-1099	1975-2390
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR Z	48.7	994-1203	1	49.8	1047-1267	2277-2756
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....	13.37 HR		12		14.11 HR	
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....	46.1	878-1062	7	47.2	925-1120	2012-2436
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....	13.53 HR		7		14.27 HR	
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....	46.2	882-1067	1	47.3	929-1125	2021-2447
7258	MAINTENANCE MACHINIST SUPERVISOR I.....	44.6	818- 989	6	47.2	925-1120	2012-2436
7264	AUTO BODY AND FENDER WORKER SUPV I.....	13.53 HR		1		14.27 HR	
7277	CITY SHOPS ASST SUPERINTENDENT.....	48.4	979-1185	1	51.0	1109-1342	2412-2919
7305	BLACKSMITH.....	37.2	578- 697	1	39.8	652- 788	1418-1714
7306	AUTOMOTIVE BODY AND FENDER WORKER.....	11.77 HR		49		12.42 HR	
7313	AUTOMOTIVE MACHINIST.....	11.77 HR		62		12.42 HR	
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....	12.93 HR		2		13.64 HR	
7319	ELECTRIC MOTOR REPAIRER.....	43.2	766- 925	9	44.3	807- 975	1755-2121
7322	AUTO BODY AND FENDER WORKER ASST SUPV...	12.93 HR		1		13.64 HR	
7325	GENERAL UTILITY MECHANIC.....	44.7	822- 994	10	45.8	866-1047	1884-2277
7330	SENIOR GENERAL UTILITY MECHANIC.....	45.7	862-1042	1	46.8	908-1099	1975-2390
7332	MAINTENANCE MACHINIST.....	43.1	762- 920	50	45.7	862-1042	1875-2266
7332A	APPRENTICE MAINTENANCE MACHINIST.....	506- 837.20		0		573.10-948.22	
7379	ELECTRICAL TRANSIT MECHANIC.....	43.2	766- 925	128	44.3	807- 975	1755-2121
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...	45.2	842-1018	17	46.3	887-1073	1929-2334
* 7381	AUTOMOTIVE MECHANIC.....	11.62 HR		86		12.26 HR	
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR	12.78 HR		11		13.48 HR	
7387	UPHOLSTERER.....	39.0	628- 758	6	40.1	661- 800	1438-1740
7389	METALSMITH.....	40.7	681- 822	6	43.3	769- 929	1673-2021
7409	ELECTRICAL TRANSIT SERVICE WORKER.....	40.2	664- 803	46	41.3	701- 846	1525-1840
7410	AUTOMOTIVE SERVICE WORKER.....	35.7	539- 650	120	36.8	567- 684	1233-1488

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	37.7	591- 714	5	38.8	622- 752	1353-1636
7414	BLACKSMITH'S FINISHER.....	36.7	565- 681	2	39.3	638- 769	1388-1673
7434	MAINTENANCE MACHINIST HELPER.....	37.2	578- 697	5	39.8	652- 788	1418-1714
9102	TRANSIT CAR CLEANER.....	34.1	500- 602	71	35.2	526- 634	1144-1379
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....	36.1	549- 661	5	37.2	578- 697	1257-1516
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	37.1	575- 694	1	38.2	605- 731	1316-1590

NUMBER OF CLASSES THIS BENCHMARK..... 43
NUMBER OF POSITIONS THIS BENCHMARK..... 744

7384 TYPEWRITER REPAIRER

1980-81 SALARY SCHEDULE 36.8 APPROX $1233 - $1353 - $1488 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	1233	0	1488		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
SANTA CLARA COUNTY	2	1234	1362	1489	2,724	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
* * * BAY AREA DATA INSUFFICIENT * * *																
CITY OF LOS ANGELES	5	1103	1236	1369	6,180	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
LOS ANGELES COUNTY	19	1529	1529	1529	29,051	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
LOS ANGELES WATER AND POWER	3	1639	1639	1639	4,917	40.0	11	YES	YES	10	NO	NO	20.5%	$ 75.00-	75.00	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	7	1246	1381	1515	9,667	40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33-	80.33	10-15-20-20
TOTALS ... 5	14	.....			18,571											
FLAT RATE TOTALS	22	.....			33,968											
COMBINED TOTAL	36															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1327 *
* RATE RANGE 1194 TO 1460 *

WEIGHTED AVERAGE OF THE FLAT RATES 1544 TO 1544

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1408 TO 1511 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
7243	PARKING METER REPAIRER SUPERVISOR I.....	42.1	728- 878	1	42.4	738- 891	1605-1938
7383	SEWING MACHINE REPAIRER.....	38.6	617- 745	1	38.9	625- 755	1359-1642
* 7384	TYPEWRITER REPAIRER.....	36.8	567- 684	4	37.1	575- 694	1251-1509
7385	SENIOR TYPEWRITER REPAIRER.....	38.6	617- 745	1	38.9	625- 755	1359-1642
7444	PARKING METER REPAIRER.....	39.6	647- 781	18	39.9	655- 792	1425-1723
7457	TRAFFIC AND STREET SIGN MAINT WORKER....	38.8	622- 752	8	39.1	631- 762	1372-1657

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 33

7514 GENERAL LABORER

1980-81 SALARY SCHEDULE 37.3 APPROX $1262 - $1388 - $1525 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	264	1262	1388	1525		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	159	1416	1416	1593	225,144											
STATE OF CALIFORNIA	9	1181	1238	1294	11,142	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	9	1152	1248	1343	11,232	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	73	1216	1317	1418	96,141	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	72	1451	1511	1571	108,792	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	30	1255	1320	1384	39,600	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	22	1196	1316	1436	28,952	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	20	1227	1381	1534	27,620	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	1049	1156	1263	2,312	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	27	1150	1268	1386	34,236	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	10	1237	1284	1331	12,840	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	23	1211	1342	1472	30,866	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF HAYWARD	40	1182	1278	1373	51,120	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	78	1326	1397	1467	108,966	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF RICHMOND	4	1307	1361	1415	5,444	37.5	13	YES	YES	12	YES	NO	12.7%	$ 53.00-	152.00	10-15-20-25
CITY OF SAN JOSE	50	1105	1224	1342	61,200	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	9	1133	1224	1314	11,016	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SUNNYVALE	27	1219	1351	1482	36,477	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	23	1544	1544	1544	35,512	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	8	1283	1417	1546	11,336	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	10	1288	1417	1546	14,170	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	4	1035	1292	1549	5,168											
S.F. HOUSING AUTHORITY	60	1824	1824	1824	109,440											
GOLDEN GATE BRIDGE DISTRICT	11	1813	1813	1813	19,943	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 22	686	.....			933,774											
FLAT RATE TOTALS	94	.....			164,895											
COMBINED TOTAL	780															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1361 *
* RATE RANGE 1225 TO 1497 *

WEIGHTED AVERAGE OF THE FLAT RATES 1754 TO 1754

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1289 TO 1528 *
* *
* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2290	ZOO VETERINARIAN	Z	44.6	818- 989	1	44.6	818- 989	1779-2151
3130	ARBORETUM DIRECTOR	Z	47.3	929-1125	1	47.3	929-1125	2021-2447
3310	STABLE ATTENDANT		32.1	455- 549	5	35.3	529- 638	1151-1388
3320	ANIMAL KEEPER		34.1	500- 602	26	37.3	580- 701	1262-1525
3321	SENIOR ANIMAL KEEPER		36.1	549- 661	2	38.8	622- 752	1353-1636
3322	ASSISTANT HEAD ANIMAL KEEPER		37.6	589- 710	1	40.3	668- 807	1453-1755
3324	HEAD ANIMAL KEEPER		39.1	631- 762	1	41.8	717- 866	1559-1884
3340	ZOO DIRECTOR	Z	50.9	1104-1336	1	50.9	1104-1336	2401-2906
3342	ZOOLOGIST	Z	38.9	625- 755	1	38.9	625- 755	1359-1642
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	41.8	717- 866	1	41.8	717- 866	1559-1884
3402	FARMER		35.3	529- 638	3	35.3	529- 638	1151-1388
3404	JAIL FARM SUPERVISOR		37.8	594- 717	1	37.8	594- 717	1292-1559
3410	ASSISTANT GARDENER			580- 769	147		580- 769	
3416	GARDENER		39.3	638- 769	219	39.3	638- 769	1388-1673
3418	GARDENER ASSISTANT SUPERVISOR		42.3	735- 887	28	42.3	735- 887	1599-1929
3419	MUNICIPAL STADIUM GROUNDKEEPER		42.3	735- 887	2	42.3	735- 887	1599-1929
3422	PARK SECTION SUPERVISOR		43.3	769- 929	25	43.3	769- 929	1673-2021
3424	INSECTICIDE SPRAY OPERATOR		41.3	701- 846	2	41.3	701- 846	1525-1840
3428	NURSERY SPECIALIST		42.3	735- 887	7	42.3	735- 887	1599-1929
3430	CHIEF NURSERY SPECIALIST	Z	45.3	846-1022	2	45.3	846-1022	1840-2223
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	44.3	807- 975	1	44.3	807- 975	1755-2121
3434	TREE TOPPER		41.3	701- 846	6	41.3	701- 846	1525-1840
3440	LANDSCAPING AND STREET PLANTING SUPV		47.6	943-1141	1	47.6	943-1141	2051-2482
3460	AGRICULTURAL INSTRUCTOR		34.0	498- 599	0	34.0	498- 599	1083-1303
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	44.3	807- 975	1	44.3	807- 975	1755-2121
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	45.3	846-1022	4	45.3	846-1022	1840-2223
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	49.7	1042-1261	2	51.1	1114-1349	2423-2934
3474	SCHOOL GROUNDS SUPERVISOR		42.5	742- 895	1	42.5	742- 895	1614-1947
3506	AQUARIST		34.1	500- 602	3	34.1	500- 602	1088-1309
3508	SENIOR AQUARIST		35.9	544- 655	1	35.9	544- 655	1183-1425
3512	AQUARIUM EXHIBIT PREPARATOR		36.6	562- 677	0	36.6	562- 677	1222-1472
3516	AQUATIC COLLECTOR	Z	41.3	701- 846	1	41.3	701- 846	1525-1840
5170	STREET CLEANING AND PLANTING SUPT	Z	51.4	1131-1368	1	51.4	1131-1368	2460-2975
7211	CEMENT MASON SUPERVISOR II		46.1	878-1062	1	46.1	878-1062	1910-2310
7215	GENERAL LABORER SUPERVISOR I		39.3	638- 769	26	39.3	638- 769	1388-1673
7220	ASPHALT FINISHER SUPERVISOR I		40.9	688- 830	6	40.9	688- 830	1496-1805
7246	SEWER REPAIR SUPERVISOR II		49.0	1008-1220	3	49.0	1008-1220	2192-2654

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...	43.1	762- 920	7	43.1	762- 920	1657-2001
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	40.3	668- 807	2	40.3	668- 807	1453-1755
7280	SEWER REPAIR ASST SUPERINTENDENT..... Z	51.1	1114-1349	0	51.1	1114-1349	2423-2934
7281	STREET CLEANING SUPERVISOR II.....	47.2	925-1120	5	47.2	925-1120	2012-2436
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....	44.3	807- 975	1	44.3	807- 975	1755-2121
7307	BRICKLAYER.....	46.3	887-1073	5	46.3	887-1073	1929-2334
7311	CEMENT MASON.....	42.1	728- 878	18	42.1	728- 878	1583-1910
7327	GRANITE CUTTER.....	37.3	580- 701	2	37.3	580- 701	1262-1525
7351	PLASTERER.....	42.6	745- 899	2	42.6	745- 899	1620-1955
7370	PIGGER.....	39.5	644- 777	0	39.5	644- 777	1401-1690
7404	ASPHALT FINISHER.....	39.0	628- 758	14	39.0	628- 758	1366-1649
7422	CRIBBER.....	39.6	647- 781	17	39.6	647- 781	1407-1699
7423	CRIBBER ASSISTANT SUPERVISOR.....	41.4	704- 850	15	41.4	704- 850	1531-1849
7428	HODCARRIER.....	42.0	724- 874	9	42.0	724- 874	1575-1901
7448	SEWER CLEANER.....	39.6	647- 781	6	39.6	647- 781	1407-1699
7458	SWITCH REPAIRER.....	39.3	638- 769	5	39.3	638- 769	1388-1673
7502	ASPHALT WORKER.....	37.5	586- 707	16	37.5	586- 707	1275-1538
* 7514	GENERAL LABORER.....	37.3	580- 701	264	37.3	580- 701	1262-1525
7530	STREET CLEANER.....	35.3	529- 638	89	35.3	529- 638	1151-1388
7540	TRACK MAINTENANCE WORKER.....	38.3	608- 735	23	38.3	608- 735	1322-1599
7562	FIELD CONSERVATION LEADER.....	39.3	638- 769	0	39.3	638- 769	1388-1673
7564	FIELD CONSERVATION SUPERVISOR II.....	43.1	762- 920	0	43.1	762- 920	1657-2001
7566	FIELD CONSERVATION SUPERINTENDENT.....	41.0	691- 834	0	41.0	691- 834	1503-1814
9940	PUBLIC WORKS AIDE.....	3.77 HR		0		3.77 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 61
NUMBER OF POSITIONS THIS BENCHMARK..... 1034

8146 D.A.'S INVESTIGATOR

1980-81 SALARY SCHEDULE 44.4 APPROX $1762 - $1938 - $2129 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1762	1938	2129		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1782	1966	2149	0	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	39	1907	2143	2379	83,577	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	8	1693	1875	2057	15,000	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	7	1649	1819	1989	12,733	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	5	1855	2087	2319	10,435	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	29	1822	2020	2217	58,580	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 6	88	.....			180,325											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2049

RATE RANGE 1844 TO 2254

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8146 DISTRICT ATTORNEY'S INVESTIGATOR *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
2524	CORONER'S ESTATE INVESTIGATOR.....	36.6	562- 677	1	37.7	591- 714	1285-1553
2580	CORONER'S INVESTIGATOR.....	42.1	728- 878	10	43.2	766- 925	1666-2012
4230	ESTATE INVESTIGATOR..... Z	39.4	641- 773	2	40.5	674- 814	1466-1770
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY Z	40.8	684- 826	1	41.9	721- 870	1568-1892
8140	RETIREMENT SYSTEM INVESTIGATOR..... Z	40.8	684- 826	5	41.9	721- 870	1568-1892
8142	PUBLIC DEFENDER'S INVESTIGATOR..... Z	44.4	810- 979	3	45.5	854-1032	1857-2245
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...	46.1	878-1062	1	47.2	925-1120	2012-2436
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY. Z	50.9	1104-1336	1	52.0	1163-1407	2530-3060
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR Z	48.7	994-1203	1	49.8	1047-1267	2277-2756
* 8146	DISTRICT ATTORNEY'S INVESTIGATOR..... Z	44.4	810- 979	17	45.5	854-1032	1857-2245
8147	SENIOR INVESTIGATOR, DISTRICT ATTORNEY.. Z	46.1	878-1062	7	47.2	925-1120	2012-2436
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR.. Z	48.7	994-1203	1	49.8	1047-1267	2277-2756
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR. Z	47.4	934-1131	1	48.5	984-1191	2140-2590
8154	CONSUMMER MEDIATION REPRESENTATIVE.....	37.1	575- 694	1	38.2	605- 731	1316-1590
8157	FAMILY SUPPORT INVESTIGATOR I..... Z	38.2	605- 731	30	39.3	638- 769	1388-1673
8158	FAMILY SUPPORT INVESTIGATOR II..... Z	41.3	701- 846	21	42.4	738- 891	1605-1938
8159	FAMILY SUPPORT INVESTIGATOR III..... Z	44.9	830-1003	11	46.0	874-1057	1901-2299
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU.. Z	47.9	956-1158	2	49.0	1008-1220	2192-2654
8161	CHIEF, FAMILY SUPPORT BUREAU..... Z	50.9	1104-1336	1	52.0	1163-1407	2530-3060
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR Z	47.3	929-1125	3	48.4	979-1185	2129-2577
8166	COMPENSATION CLAIMS SUPERVISOR..... Z	50.7	1093-1323	1	51.8	1152-1394	2506-3032

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 121

8176 TRIAL ATTORNEY

1980-81 SALARY SCHEDULE 48.6 APPROX $2151 - $2366 - $2603 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	35	2151	2366	2604		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	19	2532	2797	3061	53,143	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
CONTRA COSTA COUNTY	6	2115	2343	2570	14,058	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
CONTRA COSTA COUNTY	8	2115	2343	2570	18,744	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	4	2008	2055	2102	8,220	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	11	2134	2401	2668	26,411	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	40	2266	2511	2756	100,440	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
SANTA CLARA COUNTY	3	2266	2511	2756	7,533	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	0	2443	2698	2953	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
TOTALS ... 6	91	.....			228,549											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2512

RATE RANGE 2261 TO 2763

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY, CIVIL AND CRIMINAL *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	45.1	838-1013	7	46.3	887-1073	1929-2334
* 8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	48.6	989-1197	35	49.8	1047-1267	2277-2756
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	52.1	1169-1414	36	53.3	1237-1499	2690-3260
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	56.1	1414-1714	67	57.3	1499-1818	3260-3954
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	58.1	1558-1890	11	59.3	1650-2004	3589-4359
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	57.6	1520-1844	21	58.8	1611-1955	3504-4252
8183	ASSISTANT CHIEF ATTORNEY II.....	Z	58.6	1596-1936	3	59.8	1690-2053	3676-4465
8184	CHIEF ATTORNEY II.....	Z	60.8	1773-2156	4	62.0	1881-2287	4091-4974
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	59.2	1642-1994	1	60.4	1740-2115	3785-4600
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	54.3	1298-1573	1	55.5	1375-1666	2991-3624
8190	ATTORNEY, TAX COLLECTOR.....	Z	52.1	1169-1414	1	53.3	1237-1499	2690-3260
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	56.1	1414-1714	1	57.3	1499-1818	3260-3954
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	59.6	1674-2033	1	60.8	1773-2156	3856-4689

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 189

8204 INSTITUTIONAL POLICE OFFICER

1980-81 SALARY SCHEDULE 37.8 APPROX $1292 - $1418 - $1559 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	1292	1418	1560		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	14	1451	1597	1743	22,358	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	15	1067	1168	1268	17,520	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	11	1049	1156	1263	12,716	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
OAKLAND CITY SCHOOL DIST.	8	1272	1408	1543	11,264	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	13	1584	1745	1905	22,685	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	46	1584	1745	1905	80,270	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 6	107	.....			166,813											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1559

RATE RANGE 1403 TO 1715

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 8204 INSTITUTIONAL POLICE OFFICER

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
3232	MARINA ASSISTANT MANAGER	35.6	536- 647	4	37.6	589- 710	1281-1544
3234	MARINA MANAGER	40.6	677- 818	1	42.6	745- 899	1620-1955
7270	WATERSHED KEEPER SUPERVISOR	37.8	594- 717	3	39.8	652- 788	1418-1714
7301	ARMORED TRUCK OPERATOR	32.1	455- 549	0	34.1	500- 602	1088-1309
7426	ELEVATOR OPERATOR	29.6	408- 489	10	31.6	446- 536	970-1166
7470	WATERSHED KEEPER	36.5	560- 674	22	38.5	614- 742	1335-1614
7542	WATERSHED WORKER (SEASONAL AS NEEDED)	5.10 HR		0		5.61 HR	
8201	SCHOOL CROSSING GUARD	4.32 HR		0		4.75 HR	
8202	SECURITY GUARD	30.6	426- 512	25	32.6	467- 562	1016-1222
8203	SCHOOL PATROL AIDE	35.6	536- 647	1	37.6	589- 710	1281-1544
* 8204	INSTITUTIONAL POLICE OFFICER	37.8	594- 717	32	39.8	652- 788	1418-1714
8205	INSTITUTIONAL POLICE SERGEANT	40.0	658- 796	4	42.0	724- 874	1575-1901
8206	INSTITUTIONAL POLICE CAPTAIN	44.0	796- 961	2	46.0	874-1057	1901-2299
8207	BUILDING AND GROUNDS PATROL OFFICER	35.6	536- 647	25	37.6	589- 710	1281-1544
8208	PARK PATROL OFFICER	35.6	536- 647	15	37.6	589- 710	1281-1544
8209	INSTITUTIONAL POLICE LIEUTENANT Z	42.0	724- 874	1	44.0	796- 961	1731-2090
8210	HEAD PARK PATROL OFFICER	37.8	594- 717	1	39.8	652- 788	1418-1714
8216	STAGE DOOR ATTENDANT	29.1	398- 477	4	31.1	436- 524	948-1140
8218	MUNICIPAL TRANSIT POLICE OFFICER Z	36.9	570- 688	0	39.8	652- 788	1418-1714
8220	SERGEANT-AT-ARMS Z	34.1	500- 602	0	36.1	549- 661	1194-1438
8222	ARMORED TRUCK GUARD	32.6	467- 562	0	34.6	512- 617	1114-1342
8226	MUSEUM GUARD	33.8	494- 594	37	35.8	541- 652	1177-1418
8228	SENIOR MUSEUM GUARD	36.3	554- 668	2	38.3	608- 735	1322-1599
8230	CHIEF MUSEUM GUARD	38.3	608- 735	1	40.3	668- 807	1453-1755
8231	MUSEUM SERVICES CO-ORDINATOR Z	44.3	807- 975	1	46.3	887-1073	1929-2334
8272	TECH INSTRUCT ASST, CAMPUS CONTROL	32.6	467- 562	2	34.6	512- 617	1114-1342
9174	SECURITY CHIEF, MUNICIPAL RAILWAY Z	45.2	842-1018	0	47.2	925-1120	2012-2436
9210	AIRPORT POLICE OFFICER	40.2	664- 803	180	42.2	731- 882	1590-1918
9211	AIRPORT POLICE SERGEANT	43.2	766- 925	18	45.2	842-1018	1831-2214
9215	AIRPORT POLICE LIEUTENANT	46.0	874-1057	8	48.0	961-1163	2090-2530
9218	CHIEF, BUREAU OF AIRPORT SECURITY Z		1497-1497	1		1647-1647	
9333	MARINE PATROL OFFICER	29.6	408- 489	4	31.6	446- 536	970-1166
9350	HARBOR POLICE OFFICER	39.8	652- 788	7	41.8	717- 866	1559-1884
9980	FIRE SAFETY TECHNICIAN	5.02 HR		0		5.52 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 34
NUMBER OF POSITIONS THIS BENCHMARK..... 411

8214 PARKING CONTROL OFFICER

1980-81 SALARY SCHEDULE 34.5 APPROX $1109 - $1218 - $1335 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E						B E N E F I T S				.....
CITY & COUNTY SAN FRANCISCO	148	1109	1218	1335		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF BERKELEY	11	1173	1216	1258	13,376	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF OAKLAND	19	1203	1269	1335	24,111	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	10	1083	1200	1316	12,000	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	9	1058	1135	1211	10,215	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
U.C. BERKELEY	4	1016	1110	1203	4,440	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
SAN DIEGO COUNTY	12	940	1037	1133	12,444											
CITY OF LOS ANGELES	111	1110	1246	1382	138,306	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
TOTALS ... 7	176	.....			214,892											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1221 *
* R A T E R A N G E 1099 TO 1343 *
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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 8214 PARKING CONTROL OFFICER

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
7454	TRAFFIC SIGNAL OPERATOR.....	31.5	444- 534	8	31.6	446- 536	970-1166
8213	POLICE SERVICES AIDE.....	40.1	661- 800	38	40.2	664- 803	1444-1747
* 8214	PARKING CONTROL OFFICER.....	34.5	510- 614	148	34.6	512- 617	1114-1342
8215	TRAFFIC CONTROL OFFICER.....	35.5	534- 644	0	35.6	536- 647	1166-1407
8274	POLICE CADET.....		423- 423	0		425- 425	

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 194

8238 POLICE COMMUNICATIONS DISPATCHER

1980-81 SALARY SCHEDULE 36.5 APPROX $1218 - $1335 - $1466 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	67	1218	1335	1466		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	43	1175	1293	1411	55,599	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	33	1229	1362	1494	44,946	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	11	1251	1378	1504	15,158	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SANTA CLARA COUNTY	64	1281	1414	1546	90,496	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	48	1407	1553	1699	74,544	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF OAKLAND	55	1431	1506	1580	82,830	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
TOTALS ... 5	254		.....		363,573											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1431

RATE RANGE 1288 TO 1574

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
1706	TELEPHONE OPERATOR.....	28.7	391- 469	25	31.1	436- 524	948-1140
1708	SENIOR TELEPHONE OPERATOR.....	30.7	428- 514	44	33.1	477- 575	1037-1251
1710	CHIEF TELEPHONE OPERATOR.....	33.7	491- 591	3	36.1	549- 661	1194-1438
8234	FIRE ALARM DISPATCHER.....	39.6	647- 781	5	41.0	691- 834	1503-1814
8236	CHIEF FIRE ALARM DISPATCHER.....	43.1	762- 920	0	44.5	814- 984	1770-2140
* 8238	POLICE COMMUNICATIONS DISPATCHER.....	36.5	560- 674	67	37.9	596- 721	1296-1568
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	39.5	644- 777	0	40.9	688- 830	1496-1805
9202	AIRPORT COMMUNICATIONS OPERATOR.....	33.5	487- 586	20	35.9	544- 655	1183-1425
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	35.5	534- 644	7	37.9	596- 721	1296-1568
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	41.2	697- 842	1	42.6	745- 899	1620-1955

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 172

8260 ASSISTANT CRIMINALIST

1980-81 SALARY SCHEDULE 46.8 APPROX $1975 - $2171 - $2390 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	7	1975	2171	2390		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	0	1986	2187	2388	0	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
ALAMEDA COUNTY	4	2179	2403	2626	9,612	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	1662	1841	2020	5,523	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	1	1924	2131	2338	2,131	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	3	2059	2317	2574	6,951	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	1798	1988	2177	3,976	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	3	2075	2293	2511	6,879	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF OAKLAND	2	2362	2487	2612	4,974	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
TOTALS ... 5	18	.....			40,046											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2225 *

* RATE RANGE 2083 TO 2448 *

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1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 ASSISTANT CRIMINALIST *

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
8249	FINGERPRINT TECHNICIAN I.....	36.6	562- 677	0	37.1	575- 694	1251-1509
8250	FINGERPRINT TECHNICIAN II.....	38.0	599- 724	26	38.5	614- 742	1335-1614
8251	FINGERPRINT TECHNICIAN III.....	39.5	644- 777	6	40.0	658- 796	1431-1731
* 8260	ASSISTANT CRIMINALIST..... Z	46.8	908-1099	7	47.3	929-1125	2021-2447
8262	CRIMINALIST..... Z	51.8	1152-1394	2	52.3	1180-1429	2567-3108

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

8304 DEPUTY SHERIFF

1980-81 SALARY SCHEDULE 40.1 APPROX $1438 - $1583 - $1740 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	213	1438	1583	1740		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	447	1518	1631	1743	729,057	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	494	1491	1651	1811	815,594	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	171	1462	1616	1770	276,336	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	35	1244	1378	1511	48,230	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	13	1342	1509	1676	19,617	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	141	1501	1689	1877	238,149	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	550	1574	1744	1913	959,200	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 6	1851	.....			3,086,183											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1667

RATE RANGE 1503 TO 1594

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
8217	STATION OFFICER.....		40.1	661- 800	9	41.2	697- 842	1516-1831
8301	SHERIFF'S PROPERTY KEEPER.....		34.8	517- 622	0	35.9	544- 655	1183-1425
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		35.8	541- 652	2	36.9	570- 688	1240-1496
* 8304	DEPUTY SHERIFF.....		40.1	661- 800	213	41.2	697- 842	1516-1831
8306	SENIOR DEPUTY SHERIFF.....		42.2	731- 882	82	43.3	769- 929	1673-2021
8308	SHERIFF'S SERGEANT.....		43.9	792- 956	27	45.0	834-1008	1814-2192
8310	SHERIFF'S LIEUTENANT.....		45.8	866-1047	15	46.9	912-1104	1984-2401
8312	SHERIFF'S CAPTAIN.....		47.9	956-1158	3	49.0	1008-1220	2192-2654
8314	CHIEF DEPUTY SHERIFF.....	Z	49.9	1052-1273	3	51.0	1109-1342	2412-2919
8315	ASSISTANT SHERIFF.....	Z	51.5	1136-1375	1	52.6	1197-1450	2603-3154

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 355

8320 COUNSELOR - JUVENILE HALL

1980-81 SALARY SCHEDULE 38.2 APPROX $1316 - $1444 - $1590 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	48	1316	1444	1590		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1590	1752	1913	0	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	73	1286	1425	1564	104,025	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	8	1252	1387	1521	11,096	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	8	1449	1606	1763	12,848	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	20	1081	1442	1602	28,840	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	20	1237	1371	1504	27,420	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	72	1364	1512	1659	108,864	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 6	201	.....			293,093											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1458

RATE RANGE 1312 TO 1604

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
8316	ASSISTANT COUNSELOR.....		32.9	473- 570	22	33.0	475- 572	1033-1244
8318	COUNSELOR II.....	Z	39.7	650- 785	10	39.8	652- 788	1418-1714
* 8320	COUNSELOR-JUVENILE HALL.....	Z	38.2	605- 731	49	38.3	608- 735	1322-1599
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	39.7	650- 785	11	39.8	652- 788	1418-1714
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	41.5	707- 854	8	41.6	710- 858	1544-1866
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	42.5	742- 895	1	42.6	745- 899	1620-1955
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	44.5	814- 984	4	44.6	818- 989	1779-2151
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	46.2	882-1067	2	46.3	887-1073	1929-2334
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	48.4	979-1185	1	48.5	984-1191	2140-2590
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	46.2	882-1067	1	46.3	887-1073	1929-2334
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	51.4	1131-1368	1	51.5	1136-1375	2471-2991

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 110

8440 PROBATION OFFICER

1980-81 SALARY SCHEDULE 42.7 APPROX $1627 - $1788 - $1964 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	90	1627	1788	1964		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	54	1913	2110	2306	113,940	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
STATE OF CALIFORNIA	27	1913	2110	2306	56,970	40.0	12	NO	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	1	1549	1782	2014	1,782	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	2	1874	2155	2436	4,310	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	28	2246	2583	2919	72,324	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	193	1540	1710	1879	330,030	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	12	1564	1733	1901	20,796	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	31	1449	1606	1763	49,786	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	3	1591	1791	1990	5,373	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-2[illegible]
SANTA CLARA COUNTY	23	1504	1667	1830	38,341	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-2[illegible]
TOTALS ... 7	374	.....	...		693,652											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1855

RATE RANGE 1670 TO 2041

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 8440 PROBATION OFFICER

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
8401	PROBATION ASSISTANT		38.2	605- 731	0	39.0	628- 758	1366-1649
8402	PROBATION OFFICER TRAINEE	Z		539- 539	0		561- 561	
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	48.7	994-1203	1	49.5	1032-1249	2245-2717
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	46.7	903-1093	10	47.5	938-1136	2040-2471
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	47.7	947-1147	3	48.5	984-1191	2140-2590
8419	PRISONER SERVICES COUNSELOR	Z	43.2	766- 925	5	44.0	796- 961	1731-2090
8420	REHABILITATION SERVICES COORDINATOR	Z	45.2	842-1018	2	46.0	874-1057	1901-2299
8422	ASSISTANT NEIGHBORHOOD COORDINATOR	Z	35.9	544- 655	0	36.7	565- 681	1229-1481
8423	NEIGHBORHOOD COORDINATOR	Z	39.9	655- 792	0	40.7	681- 822	1481-1788
8424	SENIOR NEIGHBORHOOD COORDINATOR	Z	44.7	822- 994	0	45.5	854-1032	1857-2245
8425	PROJECT COORDINATOR, SAFE	Z	46.7	903-1093	0	47.5	938-1136	2040-2471
8434	SUPERVISING ADULT PROBATION OFFICER	Z	46.7	903-1093	8	47.5	938-1136	2040-2471
* 8440	PROBATION OFFICER	Z	42.7	748- 903	90	43.5	777- 938	1690-2040
8442	SENIOR PROBATION OFFICER	Z	44.7	822- 994	53	45.5	854-1032	1857-2245
8446	COURT ALTERNATIVE SPECIALIST I		39.7	650- 785	1	40.5	674- 814	1466-1770
8448	COURT ALTERNATIVE SPECIALIST II		43.7	785- 947	0	44.5	814- 984	1770-2140
8450	CRIMINAL JUSTICE SPECIALIST I	Z	39.9	655- 792	0	40.7	681- 822	1481-1788
8452	CRIMINAL JUSTICE SPECIALIST II	Z	46.3	887-1073	0	47.1	920-1114	2001-2423
8454	CRIMINAL JUSTICE SPECIALIST III	Z	49.6	1037-1255	0	50.4	1078-1304	2345-2836
8464	ASST SECRETARY, COUNTY PAROLE COMM		39.9	655- 792	1	40.7	681- 822	1481-1788
8470	EXEC DIRECTOR, COUNTY PAROLE COMM	Z	52.5	1191-1443	1	53.3	1237-1499	2690-3260

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 175

9144 TRANSIT SERVICE INSPECTOR

1980-81 SALARY SCHEDULE 42.5 APPROX $1614 - $1770 - $1947 MO.

THE BENCHMARK CLASS, 9144 TRANSIT SERVICE INSPECTOR, AND THE CLASSES RELATED THERETO ON THIS BENCHMARK ARE SUBJECT TO A POSSIBLE RECLASSIFICATION TO NEW CLASSES DUE TO A PROPOSED REORGANIZATION REQUESTED BY THE PUC AND AS APPROVED IN THE BUDGETARY PROCESS FOR 1980-81 BY THE BOARD OF SUPERVISORS.

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 9144 TRANSIT SERVICE INSPECTOR

CLASS	CLASS TITLE - DESCRIPTION	1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
9130	TRANSIT SCHEDULE MAKER	43.7	785- 947	8	43.7	785- 947	1707-2060
9134	TRANSIT SCHEDULE SUPERVISOR	45.8	866-1047	1	45.8	866-1047	1884-2277
9136	TRANSIT TRAFFIC SUPERINTENDENT Z	51.2	1120-1355	1	51.2	1120-1355	2436-2947
* 9144	TRANSIT SERVICE INSPECTOR	42.5	742- 895	73	42.5	742- 895	1614-1947
9150	TRANSIT CONTROL DISPATCHER	43.7	785- 947	11	43.7	785- 947	1707-2060
9152	TRANSIT CONTROL SUPERVISOR	44.7	822- 994	3	44.7	822- 994	1788-2162
9154	TRANSIT CONTROL CHIEF INSPECTOR Z	45.8	866-1047	1	45.8	866-1047	1884-2277
9155	CLAIMS INVESTIGATOR	44.7	822- 994	12	44.7	822- 994	1788-2162
9156	SENIOR CLAIMS INVESTICATOR	45.8	866-1047	2	45.8	866-1047	1884-2277
9157	CLAIMS ADJUSTER	45.8	866-1047	5	45.8	866-1047	1884-2277
9158	ASSISTANT CLAIMS AGENT Z	48.0	961-1163	1	48.0	961-1163	2090-2530
9159	GENERAL CLAIMS AGENT Z	54.9	1336-1618	1	54.9	1336-1618	2906-3519
9160	ASSISTANT TRANSIT DISPATCHER	42.5	742- 895	23	42.5	742- 895	1614-1947
9162	DAY TRANSIT DISPATCHER	43.7	785- 947	9	43.7	785- 947	1707-2060
9168	SAFETY INSTRUCTOR, PUC	45.3	846-1022	1	45.3	846-1022	1840-2223
9170	TRANSIT OPERATING INSTRUCTOR	43.7	785- 947	15	43.7	785- 947	1707-2060
9171	SENIOR TRANSIT OPERATING INSTRUCTOR	45.3	846-1022	1	45.3	846-1022	1840-2223
9172	SAFETY AND TRAINING SUPERVISOR, PUC Z	46.8	908-1099	1	46.8	908-1099	1975-2390
9173	SYSTEMS SAFETY INSPECTOR	47.2	925-1120	3	47.2	925-1120	2012-2436
9176	SCHOOL TRANSPORTATION SCHEDULER	36.6	562- 677	7	36.6	562- 677	1222-1472
9177	DIRECTOR OF SYSTEMS SAFETY	53.0	1220-1477	1	53.0	1220-1477	2654-3212
9178	SCHOOL TRANSPORTATION SUPERVISOR Z	47.8	952-1152	1	47.8	952-1152	2071-2506
9179	ASST TRANSPORTATION DIVISION SUPT Z	45.3	846-1022	4	45.3	846-1022	1840-2223
9180	TRANSPORTATION DIVISION SUPT Z	46.3	887-1073	5	46.3	887-1073	1929-2334
9181	METRO OPERATIONS MANAGER Z	48.0	961-1163	0	48.0	961-1163	2090-2530
9182	TRANSPORTATION ASST SUPERINTENDENT Z	48.5	984-1191	3	48.5	984-1191	2140-2590
9184	TRANSPORTATION SUPERINTENDENT Z	53.4	1243-1506	1	53.4	1243-1506	2704-3276
9187	CABLE CAR DIVISION MANAGER, MUNI RAILWAY Z	48.5	984-1191	1	48.5	984-1191	2140-2590
9189	DIRECTOR OF PLANNING, MUNI RAILWAY Z	53.0	1220-1477	0	53.0	1220-1477	2654-3212
9192	TRANSIT ENVIRONMENTAL COORDINATOR Z		1072-1072	0		1072-1072	
9194	TRANSIT SCHEDULE ANALYST	45.8	866-1047	0	45.8	866-1047	1884-2277

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 195

THE BENCHMARK CLASS, 9144 TRANSIT SERVICE INSPECTOR, AND THE CLASSES RELATED THERETO ON THIS BENCHMARK ARE SUBJECT TO A POSSIBLE RECLASSIFICATION TO NEW CLASSES DUE TO A PROPOSED REORGANIZATION REQUESTED BY THE PUC AND AS APPROVED IN THE BUDGETARY PROCESS FOR 1980-81 BY THE BOARD OF SUPERVISORS.

9220 AIRPORT OPERATIONS SUPERVISOR

1981-82 SALARY SCHEDULE 46.8 APPROX $1975 - $2171 - $2390 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	9	1975	2171	2390		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF SAN JOSE	3	2163	2396	2629	7,188	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
PORT OF OAKLAND	9	2169	2297	2425	20,673	40.0	13	NO	YES	12	YES	NO	16.3%	$ 39.51-	177.49	10-15-20-25
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	1	2009	2519	3028	2,519	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-	158.88	10-15-20-20
CITY OF LOS ANGELES	1	1837	2060	2283	2,060	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
CITY OF LOS ANGELES	13	2055	2305	2554	29,965	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
TOTALS ... 4	27	.....			62,405											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2311 *
* RATE RANGE 2080 TO 2542 *
*
* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR *

CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 APPROX. MO. SALARY
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	51.0	1109-1342	3	52.2	1174-1421	2553-3091
9212	AIRFIELD SAFETY OFFICER.....		41.7	714- 862	16	42.9	755- 912	1642-1984
9213	SENIOR AIRFIELD SAFETY OFFICER.....		44.1	800- 966	9	45.3	846-1022	1840-2223
* 9220	AIRPORT OPERATIONS SUPERVISOR.....		46.8	908-1099	9	48.0	961-1163	2090-2530
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	48.9	1003-1214	1	50.1	1062-1285	2310-2795
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	51.8	1152-1394	2	53.0	1220-1477	2654-3212
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	51.8	1152-1394	1	53.0	1220-1477	2654-3212
9255	AIRPORT ECONOMIC PLANNER.....	Z	51.0	1109-1342	1	52.2	1174-1421	2553-3091
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	54.5	1310-1588	2	55.7	1388-1682	3019-3658
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	54.5	1310-1588	2	55.7	1388-1682	3019-3658
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	54.5	1310-1588	1	55.7	1388-1682	3019-3658
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z		2113-2113	1		2240-2240	

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 48

9910 PUBLIC SERVICE TRAINEE

1981-82 SALARY SCHEDULE APPROX $744 - $744 - $744 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	226	744	744	744		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	200	783	783	783	156,600	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	319	739	739	739	235,741	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CONTRA COSTA COUNTY	68	697	733	768	49,844	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	36	763	785	806	28,260	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
CITY OF OAKLAND	35	740	778	816	27,230	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
TOTALS ... 5	139	.....			105,334											
FLAT RATE TOTALS	519	.....			392,341											
COMBINED TOTAL	658															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 758 *
* RATE RANGE 682 TO 834 *

WEIGHTED AVERAGE OF THE FLAT RATES 756 TO 756

* *
* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 740 TO 772 *
* *
* *

1981 - 1982
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 9910 PUBLIC SERVICE TRAINEE *
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CLASS	CLASS TITLE - DESCRIPTION		1980-81 SCHEDULE NUMBER	1980-81 BI-WEEKLY SALARY	1980-81 BUD POS	1981-82 RECOMMENDED RATES SCHEDULE NUMBER	1981-82 RECOMMENDED RATES BI-WEEKLY SALARY	1981-82 RECOMMENDED RATES APPROX. MO. SALARY
P103	SPECIAL NURSE.....		CONTRACT RATE		0		CONTRACT RATE	
1400	STUDENT AIDE, NYC.....		CONTRACT RATE		0		80-81 RATE	
1652	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z	CONTRACT RATE		0		PLUS 3.8%	
2273	INTERNE.....	Z	CONTRACT RATE		56		" "	
2275	ASSISTANT RESIDENT I.....	Z	CONTRACT RATE		52		CONTRACT RATE	
2277	ASSISTANT RESIDENT II.....	Z	CONTRACT RATE		40		CONTRACT RATE	
2279	ASSISTANT RESIDENT III.....	Z	CONTRACT RATE		19		CONTRACT RATE	
2281	ASSISTANT RESIDENT IV.....	Z	CONTRACT RATE		12		CONTRACT RATE	
2283	CHIEF RESIDENT.....	Z	CONTRACT RATE		15		CONTRACT RATE	
5559	DRAFTING TECHNICIAN TRAINEE.....		CONTRACT RATE		0		80-81 RATE	
7560	FIELD CONSERVATION AIDE.....		CONTRACT RATE		0		PLUS 3.8%	
* 9910	PUBLIC SERVICE TRAINEE.....		CONTRACT RATE		0		" "	
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....		CONTRACT RATE		0		" "	
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...		CONTRACT RATE		0		" "	
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		CONTRACT RATE		0		" "	
9960	ASSISTANT TO PROFESSIONALS.....		CONTRACT RATE		0		" "	
9998	STAFF AIDE, CETA.....		CONTRACT RATE		0		" "	

NUMBER OF CLASSES THIS BENCHMARK..... 17
NUMBER OF POSITIONS THIS BENCHMARK..... 194

GRAND TOTAL NUMBER OF CLASSES..... 1484
GRAND TOTAL NUMBER OF POSITIONS..... 19285

SF
C65
#1
1982-83

San Francisco Civil Service Commission

151 City Hall

fiscal year 1982-1983

SALARY and WAGE SURVEY
and
STAFF RECOMMENDATIONS

DOCUMENTS DEPT.

Applicable to Employees in Classes Governed by the Provisions of Charter Sections 8.400, 8.401 & 8.407

January 4, 1982

SALARY SURVEY REPORT

1982 - 83

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 58 "benchmark" classifications by the Civil Service Commission Staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

NOTE: The data included in this report were compiled prior to January 1, 1982. Before completion of the 1982-83 salary setting process, changes or updating of data will be presented to the Civil Service Commission for its consideration and recommendation for final submission and report to the Board of Supervisors.

There are approximately 25,382 permanent positions established in the City and County service, exclusive of certificated personnel in the Board of Education. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,469	18,521	Rates set in accordance with generally prevailing wages for like service and working conditions in private employment and in other comparable governmental organizations in State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	1,889	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $10.77 per hour..... (monthly equivalent $1874.)
Police and Fire	31	3,547	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405.22

Type of Employment	No. of Classes	No. of Positions	Method
			Police Officer and H2 Firefighter $1951 to $2258 per month.
Registered Nurses	20	1,059	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403.
Municipal and Superior Courts	51	362	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendents of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic pay rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilize flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. the number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark to arrive at

4. the minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

FRINGE BENEFITS

The fringe benefits of other agencies shown in this report are informational only, were obtained from the Charter Section 8.407 Public Agencies and from the 1980 Wage and Fringe Benefit Survey prepared by the League of California Cities and County Supervisors Association of California. The following information relates to the fringe benefits listed on each benchmark page, and are exceptions to the norm:

ALAMEDA COUNTY

Work Week - Most employees work a 37.5-hour work week. However, management employees, hospital employees, craft employees and deputy sheriffs work a 40-hour work week.

CITY OF SUNNYVALE

Sick Days - A maximum allowance of 90 days per illness.

SAN MATEO TRANSIT

Vacation and Sick Days - Combined in one policy: After one year, 20 days; after five years, 26 days; maximum, 26 days.

LOS ANGELES COUNTY

Retirement - County retirement contribution is based upon the date the employee is hired as follows:

Prior to 8/1/77	-	20.48%
8/1/77 through 8/31/78	-	9.73%
9/1/78 through 4/30/79	-	7.97%
4/30/79 to date	-	7.44%

1630	ACCOUNT CLERK.....		1444	9
1650	ACCOUNTANT.....	Z	1650	13
1638	ACCOUNTING MACHINE OPERATOR.....		1444	9
1810	ACTUARIAL CLERK.....		1444	9
1816	ACTUARY.....	Z	1650	13
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	1840	19
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	1000	1
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	18
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	1840	18
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	1840	18
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	1840	18
1822	ADMINISTRATIVE ANALYST.....	Z	1840	18
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR...	Z	1650	13
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	1840	19
2660	ADMINISTRATIVE CHEF.....	Z	2604	33
2581	ADMINISTRATIVE CORONER.....		1000	1
5174	ADMINISTRATIVE ENGINEER.....	Z	5204	47
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z	1840	18
1528	ADMINISTRATIVE SECRETARY.....		1444	9
9330	ADMINISTRATIVE SERVICE OFFICER, PORT....	Z	1650	13
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	1840	19
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	1000	1
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	55
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	1840	18
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	1000	1
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	2996	39
1235	AFFIRMATIVE ACTION COORDINATOR.....		1242	5
1233	AFFIRMATIVE ACTION SPECIALIST.....		1242	5
3484	AGRICULTURAL DIVISION LAND AGENT.....	Z	4261	46
3450	AGRICULTURAL INSPECTOR.....		3450	42
9212	AIRFIELD SAFETY OFFICER.....		9220	76
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	76
9255	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	76
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	76
9202	AIRPORT COMMUNICATIONS OPERATOR.....		8238	70
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		8238	70
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...		2708	35
9255	AIRPORT ECONOMIC PLANNER.....	Z	9220	76
9241	AIRPORT ELECTRICIAN SUPERVISOR.....		7345	57
9240	AIRPORT ELECTRICIAN.....		7345	57
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	7355	60
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	7355	60
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....		7334	54
9205	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	76
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	76
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	76
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	76
9216	AIRPORT POLICE CAPTAIN.....		8204	68
9215	AIRPORT POLICE LIEUTENANT.....		8204	68
9210	AIRPORT POLICE OFFICER.....		8204	68

9211	AIRPORT POLICE SERGEANT.....		8204	68
9206	AIRPORT PROPERTY SPECIALIST I.....		4261	46
9207	AIRPORT PROPERTY SPECIALIST II.....		4261	46
2526	AMBULANCE DRIVER.....		2312	25
3320	ANIMAL KEEPER.....		7514	64
7332A	APPRENTICE MAINTENANCE MACHINIST.....		7381	61
7334A	APPRENTICE STATIONARY ENGINEER.....		7334	54
7372A	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	54
3506	AQUARIST.....		7514	64
3512	AQUARIUM EXHIBIT PREPARATOR.....		7514	64
3516	AQUATIC COLLECTOR.....	Z	7514	64
3130	ARBORETUM DIRECTOR.....	Z	7514	64
5268	ARCHITECT.....	Z	5204	48
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	47
5260	ARCHITECTURAL ASSISTANT I.....		5204	48
5261	ARCHITECTURAL ASSISTANT II.....		5204	48
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	48
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	48
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE..		7344	55
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	64
8202	ARMORED TRUCK GUARD.....		8204	68
7301	ARMORED TRUCK OPERATOR.....		8204	68
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	64
7404	ASPHALT FINISHER.....		7514	65
7201	ASPHALT PLANT SUPERVISOR I.....		7355	60
7502	ASPHALT WORKER.....		7514	65
4202	ASSESSMENT CLERK.....		1444	10
4290	ASSESSOR.....	Z	1000	3
5192	ASSIGNMENT TO DIRECTOR OF PUBLIC WORKS..		1840	19
1814	ASSISTANT ACTUARY.....	Z	1650	13
3216	ASSISTANT AQUATICS SUPERVISOR.....		3204	40
4370	ASSISTANT CASHIER, TAX COLLECTOR.....		1444	10
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	67
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	8176	67
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	19
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	46
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	66
5122	ASSISTANT CITY ARCHITECT.....	Z	5204	47
1668	ASSISTANT CITY LIBRARIAN.....	Z	1000	3
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	47
9158	ASSISTANT CLAIMS AGENT.....	Z	8146	66
1472	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	8
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	66
1672	ASSISTANT CONTROLLER.....	Z	1000	1
2660	ASSISTANT COOK.....		2604	33
8316	ASSISTANT COUNSELOR.....		8320	73
1136	ASSISTANT COUNTY CLERK.....	Z	1000	1
8112	ASSISTANT COURT CLERK.....		1444	10
8269	ASSISTANT CRIMINALIST.....	Z	8260	71
7246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	19

2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	19
2116	ASSISTANT DIRECTOR MEDICAL RECORDS.....	Z	1444	9
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	1000	3
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	64
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	1000	1
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	73
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	73
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	5
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	48
3410	ASSISTANT GARDENER.....		7514	64
1681	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	1840	18
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	1000	1
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	35
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	64
2819	ASSISTANT HEALTH EDUCATOR.....	Z	1314	6
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	48
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	1840	18
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	48
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	74
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	5
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	56
1950	ASSISTANT PURCHASER.....	Z	1952	23
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	40
2275	ASSISTANT RESIDENT I.....	Z	2230	24
2277	ASSISTANT RESIDENT II.....	Z	2230	24
2279	ASSISTANT RESIDENT III.....	Z	2230	24
2281	ASSISTANT RESIDENT IV.....	Z	2230	24
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1650	13
1294	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	5
6205	ASSISTANT SEWER SAFETY INSPECTOR.....		6120	53
8315	ASSISTANT SHERIFF.....	Z	8304	72
1932	ASSISTANT STOREKEEPER.....		1934	22
3282	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	41
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	10
9960	ASSISTANT TO PROFESSIONALS.....		1444	11
2456	ASSISTANT TOXICOLOGIST.....	Z	2486	30
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	48
5222	ASSISTANT WATER PURIFICATION ENGINEER..	Z	5204	48
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		1242	5
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	1000	1
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	50
5133	ASSOC INSP.BUR OF WATER POLLUTION CONTROL	Z	5204	47
1826	ASSOCIATE BUDGET ANALYST.....	Z	1650	13
5266	ASSOCIATE CIVIL ENGINEER.....	Z	5204	47
5236	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	48
5285	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	47
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	48
1481	ASSOCIATE REGISTRAR, SFJCC.....	Z	1840	18
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	48
5228	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	48

5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	48
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	1000	3
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	66
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	1650	13
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	1000	4
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	4261	46
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	15
1856	ASST CONTROL SUPERVISOR, EDP.....		1720	14
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	51
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	51
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1840	19
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	6120	53
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	1840	19
1169	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	1000	2
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	64
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	40
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	2910	38
1831	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	1000	3
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	5
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	47
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	47
7410	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	56
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1650	13
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	1000	1
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	1000	1
1973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	1000	3
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	1000	2
7202	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	55
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	1000	1
3280	ASST RECREATION DIRECTOR (PART TIME)....		3284	40
9345	ASST RENTAL MANAGER, PORT OF SF.....		4261	46
8444	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	74
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	47
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7344	55
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7355	60
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7355	60
3464	ASST SUPT, PARKS GROUNDS AND FACILITIES.	Z	7514	64
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	47
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	6
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	6
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1840	18
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1000	2
P 54	ATHLETIC ATTENDANT.....		3284	40
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	67
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	67
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	67
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	22
2538	AUDIOMETRIST.....	Z	2556	31
7372	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	61
7364	AUTO BODY AND FENDER WORKER SUPV I.....		7381	61

7306	AUTOMOTIVE BODY AND FENDER WORKER.....	7381	61
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....	7381	61
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....	7381	61
7313	AUTOMOTIVE MACHINIST.....	7381	61
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR	7381	61
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....	7381	61
7381	AUTOMOTIVE MECHANIC.....	7381	61
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	7381	62
7410	AUTOMOTIVE SERVICE WORKER.....	7381	61
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR. Z	7381	61
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....	7381	61
2416	BACTERIOLOGICAL LABORATORY ASSISTANT.....	2312	25
2652	BAKER.....	2604	33
7303	BARBER.....	2312	25
3206	BEACH LIFEGUARD.....	3284	40
7324	BEAUTICIAN.....	2312	25
7305	BLACKSMITH.....	7381	61
7414	BLACKSMITH'S FINISHER.....	7381	62
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	1760	16
1740	BLUEPRINTING MACHINE OPERATOR.....	1760	16
6236	BOILER INSPECTOR.....	7347	59
4312	BOND AND COUPON SUPERVISOR.....	1444	10
7416	BOOK REPAIRER.....	3630	45
1436	BRAILLIST.....	1444	8
7307	BRICKLAYER.....	7514	65
7420	BRIDGETENDER.....	7334	54
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	7334	54
8207	BUILDING AND GROUNDS PATROL OFFICER.....	8204	68
5217	BUILDING CODE ANALYST..... Z	5204	47
6331	BUILDING INSPECTOR..... Z	7344	55
5214	BUILDING PLANS ENGINEER..... Z	5204	47
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	7334	54
1632	BUSINESS MANAGER, CITY COLLEGE..... Z	1650	13
8336	BUSINESS MANAGER, JUVENILE COURT..... Z	1650	13
3104	BUSINESS MANAGER, REC AND PARK DEPT..... Z	1650	13
9385	BUSINESS SERVICE OFFICER, PORT OF SF....	1650	13
7223	CABLE MACHINERY SUPERVISOR.....	7334	54
7275	CABLE SPLICER SUPERVISOR I.....	7345	56
7308	CABLE SPLICER.....	7345	56
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	1444	9
R101	CAMP ASSISTANT.....	3284	40
R102	CAMP MANAGER.....	3284	40
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	7346	58
7309	CAR AND AUTO PAINTER.....	7346	58
7226	CARPENTER SUPERVISOR I.....	7344	55
7372	CARPENTER SUPERVISOR II.....	7344	55
7344	CARPENTER.....	7344	55
4320	CASH MANAGEMENT AND INVESTMENT OFFICER.. Z	1840	19
4320	CASHIER I.....	1444	10
4321	CASHIER II.....	1444	10

4322	CASHIER III.....		1444	10
4372	CASHIER, TAX COLLECTOR.....		1444	10
7227	CEMENT FINISHER SUPERVISOR I.....		7514	64
7211	CEMENT MASON SUPERVISOR II.....		7514	64
7311	CEMENT MASON.....		7514	65
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		2312	25
7312	CHAUFFEUR.....		7355	60
0 1	CHAUFFEUR, PASSENGER.....		7355	60
2656	CHEF.....		2604	33
1650	CHIEF ACCOUNTANT.....	Z	1650	13
1102	CHIEF ADMINISTRATIVE OFFICER.....	Z	1000	1
8435	CHIEF ADULT PROBATION OFFICER.....	Z	1000	4
4269	CHIEF APPRAISER.....	Z	4261	46
4202	CHIEF ASSISTANT ASSESSOR.....	Z	1000	3
1600	CHIEF ASSISTANT CONTROLLER.....	Z	1000	1
4394	CHIEF ASSISTANT TREASURER.....	Z	1000	2
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	1000	1
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	8176	67
8184	CHIEF ATTORNEY II.....	Z	8176	67
6334	CHIEF BUILDING INSPECTOR.....	Z	7344	65
1410	CHIEF CLERK.....	Z	1444	7
2628	CHIEF CLINICAL PSYCHOLOGIST.....	Z	2574	32
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	1000	1
2312	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	9
8314	CHIEF DEPUTY SHERIFF.....	Z	8304	72
2426	CHIEF DIETITIAN.....	Z	2424	34
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	8146	66
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	7345	56
6336	CHIEF FIRE ALARM DISPATCHER.....		8238	70
9379	CHIEF HARBOR ENGINEER.....	Z	5204	50
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....		1444	10
1116	CHIEF INVESTMENT OFFICER.....	Z	1840	18
3438	CHIEF LIBRARIAN.....	Z	3430	45
2504	CHIEF MEDICAL EXAMINER - CORONER.....	Z	1000	3
2466	CHIEF MICROBIOLOGIST.....	Z	2444	28
8239	CHIEF MUSEUM GUARD.....		8204	60
3524	CHIEF MUSEUM PREPARATOR.....		3242	63
3416	CHIEF NURSERY SPECIALIST.....	Z	7516	66
1688	CHIEF OF SYSTEMS.....	Z	1872	21
1229	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	5
1326	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	7
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	1650	13
6344	CHIEF PLUMBING INSPECTOR.....	Z	7347	59
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	1000	4
2924	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	30
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	2406	30
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	27
2263	CHIEF RESIDENT.....	Z	2230	24
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR.	Z	6120	53
7205	CHIEF STATIONARY ENGINEER.....		7334	56

7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	54
5216	CHIEF SURVEYOR.....	Z	5204	47
1710	CHIEF TELEPHONE OPERATOR.....		8238	70
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	11
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	47
7204	CHIEF WATER SERVICE INSPECTOR.....		1466	12
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	8146	66
9357	CHIEF WHARFINGER.....	Z	1444	11
9384	CHIEF, BUR OF ADMIN FINANCE, PORT.....		1840	19
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8204	68
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	1314	6
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....		1840	19
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	13
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	5204	47
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	66
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	38
4328	CHIEF, PARKING METER COLLECTIONS.....		1444	10
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	4261	46
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	38
2940	CHILD WELFARE WORKER.....	Z	2910	38
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	33
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	33
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	52
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	2996	39
5124	CITY ARCHITECT.....	Z	5204	47
3644	CITY ARCHIVIST.....	Z	3630	45
8197	CITY ATTORNEY.....	Z	1000	3
3592	CITY COLLEGE READER.....	Z	3593	44
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	5204	47
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	5204	47
3670	CITY LIBRARIAN.....	Z	1000	3
5328	CITY PLANNING GRAPHICS AIDE.....		5204	49
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		5204	49
5276	CITY PLANNING INTERN.....	Z	5278	51
7277	CITY SHOPS ASST SUPERINTENDENT.....		7381	61
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7381	61
5203	CIVIL ENGINEER.....	Z	5204	47
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	49
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	49
5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	49
9157	CLAIMS ADJUSTER.....		8146	66
9155	CLAIMS INVESTIGATOR.....		8146	66
1474	CLAIMS PROCESS CLERK.....		1444	8
1494	CLERK I.....		1444	8
1495	CLERK II.....		1444	8
1496	CLERK III.....		1444	8
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	1000	1
1444	CLERK STENOGRAPHER.....		1444	8
1424	CLERK TYPIST.....		1444	7
1404	CLERK.....		1444	7

2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	28
2454	CLINICAL PHARMACIST.....		2450	29
2574	CLINICAL PSYCHOLOGIST.....	Z	2574	32
3455	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	1000	3
1943	CODING SUPERVISOR, PURCHASING DEPT.....		1934	22
4366	COLLECTION SUPERVISOR.....		1444	10
4306	COLLECTIONS CLERK.....		1444	10
3591	COLLEGE AIDE.....		3593	44
4310	COMMERCIAL DIV ASST SUPERVISOR.....	Z	1444	10
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1840	18
1118	COMMERCIAL DIVISION MANAGER.....	Z	1840	18
4311	COMMERCIAL DIVISION SUPERVISOR.....	Z	1444	10
9396	COMMERCIAL PROPERTY MANAGER.....	Z	4261	46
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	56
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	56
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	6
9976	COMMUNITY RELATIONS SPECIALIST SFUSD....	Z	3593	44
2987	COMMUNITY REP, OFFICE OF THE AGING.....		2910	38
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	38
9971	COMMUNITY WORKER.....		2910	38
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	66
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	15
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	15
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	15
4107	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	21
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	15
1734	COMPUTER OPERATOR I.....		1736	15
1735	COMPUTER OPERATOR II.....		1736	15
1731	COMPUTER OPERATOR TRAINEE.....		1736	15
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	9
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	9
1537	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	9
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	9
8134	CONFIDENTIAL CRIME REPORTER.....		1444	10
1516	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	18
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	18
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...		1444	9
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	18
1523	CONFIDENTIAL SECRETARY TO THE C.A.O....	Z	1444	9
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7395	60
6318	CONSTRUCTION INSPECTOR.....		5204	49
1320	CONSUMER RELATIONS REP.....	Z	1314	6
1670	CONSUMER'S ACCOUNTS SUPERVISOR.....	Z	1444	9
8134	CONSUMER MEDIATION REPRESENTATIVE.....		8146	66
1992	CONTRACT COMPLIANCE OFFICER I.....	Z	2996	39
1978	CONTRACT COMPLIANCE OFFICER II.....		2996	39
1853	CONTROL CLERK, EDP.....		1720	14
1858	CONTROL SUPERVISOR, EDP.....		1720	14
1682	CONTROLLER.....	Z	1000	1
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	67

4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	46
4132	CONVENTION FACILITIES MANAGER.....	Z	4261	46
2654	COOK.....		2604	33
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	33
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	33
9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY	Z	5278	52
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	51
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	45
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	45
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	1000	1
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	2996	39
5414	COORDINATOR, OPEN SPACE & PK RENOVATION.	Z	5278	51
1817	COPY READER.....	Z	5278	51
2524	CORONER'S ESTATE INVESTIGATOR.....		8146	66
2580	CORONER'S INVESTIGATOR.....		8146	66
5370	COST ESTIMATOR.....		5204	49
8318	COUNSELOR II.....	Z	8320	73
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	8320	73
8320	COUNSELOR-JUVENILE HALL.....	Z	8320	73
1142	COUNTY CLERK.....	Z	1000	1
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	74
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	74
8138	COURT REPORTER.....		1444	10
8152	COURT ROOM CLERK.....		1444	7
3260	CRAFTS INSTRUCTOR.....	Z	3284	40
7423	CRIBBER ASSISTANT SUPERVISOR.....		7514	65
7422	CRIBBER.....		7514	65
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	74
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	74
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8440	74
8262	CRIMINALIST.....	Z	8260	71
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	2910	38
3541	CURATOR I.....	Z	3542	43
3542	CURATOR II.....	Z	3542	43
3544	CURATOR III.....	Z	3542	43
3546	CURATOR IV.....	Z	3542	43
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	3284	40
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM...	Z	3284	41
5360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	7514	64
3547	CURATOR V.....	Z	3542	43
3540	CURATORIAL AIDE.....		3542	43
3514	CURATORIAL ASSISTANT.....		3542	43
2716	CUSTODIAL ASSISTANT SUPERVISOR.....		2708	35
2718	CUSTODIAL SUPERVISOR I.....		2708	35
2728	CUSTODIAN.....		2708	35
3238	DANCE INSTRUCTOR.....	Z	3284	40
1770	DATA ENTRY OPERATOR.....		1720	14
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	21
9334	DECKHAND, TUGS AND DREDGES.....		7355	60
2882	DENTAL AIDE.....		2426	27

2204	DENTAL HYGIENIST.....		2426	27
2210	DENTIST.....	Z	2230	24
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	1000	2
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		1000	3
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		1000	2
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		1000	2
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z	1000	3
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	1000	2
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	1242	5
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	1242	5
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.		1000	1
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	1000	3
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		1000	3
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	1000	3
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		1000	1
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	1000	3
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	1000	2
5115	DEPUTY DIRECTOR OF PLANNING.....		1000	3
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	1000	2
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	1000	2
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	1000	2
5111	DEPUTY FOR DEVELOPMENT.....	Z	1840	19
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		1000	2
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	1000	2
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	1000	2
9383	DEPUTY PORT DIRECTOR	Z	1840	19
8304	DEPUTY SHERIFF.....		8304	72
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	5204	47
4373	DEPUTY TAX ADMINISTRATOR.....	Z	1000	2
9337	DIESEL TUGBOAT OPERATOR.....		7355	60
2624	DIETITIAN.....	Z	2624	34
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	2556	31
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV...	Z	6120	53
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	1242	5
2958	DIR, VOCATIONAL DEVELOPMT AND TRAINING..	Z	2910	38
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	1000	3
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	19
9278	DIRECTOR OF AIRPORTS.....	Z	1000	2
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	24
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	1000	3
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	2624	34
1168	DIRECTOR OF HEALTH.....	Z	1000	3
1857	DIRECTOR OF INFORMATION.....	Z	1314	6
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	8320	73
5116	DIRECTOR OF PLANNING.....	Z	1000	3
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....	Z	5278	51
4158	DIRECTOR OF PROPERTY.....	Z	1000	3
5190	DIRECTOR OF PUBLIC WORKS.....	Z	1000	3
1162	DIRECTOR OF PURCHASING AND SERVICES....	Z	1000	2
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	10

9177	DIRECTOR OF SYSTEMS SAFETY.....		5204	50
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	1242	5
1234	DIRECTOR OF TRAINING.....	Z	1242	5
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	1840	19
2988	DIRECTOR, AGING PROGRAM.....	Z	1000	1
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	8320	73
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	1242	5
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	9220	76
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	1000	2
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	2230	24
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	1000	2
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	8176	67
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	1000	3
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD...	Z	5204	47
2118	DIRECTOR, MEDICAL RECORDS.....	Z	1444	9
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	1242	5
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	2444	28
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	2910	38
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	1000	3
1896	DIRECTOR, WELFARE AUDITS.....	Z	1650	13
2806	DISEASE CONTROL INVESTIGATOR.....	Z	6120	53
8198	DISTRICT ATTORNEY.....	Z	1000	3
8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	8146	66
2234	DISTRICT HEALTH OFFICER.....	Z	2230	24
1278	DIVISION MANAGER, PERSONNEL.....	Z	1242	5
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	5204	47
5359	DRAFTING TECHNICIAN TRAINEE.....		5204	49
3240	DRAMA INSTRUCTOR.....	Z	3284	40
9340	DREDGING SUPERVISOR.....		7355	60
C101	DRESSING ROOM ATTENDANT.....		2708	35
7424	DRYER-MIXER OPERATOR.....		7355	60
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	2996	39
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....		1444	8
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	7345	56
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	7345	56
1403	ELECTIONS CLERK.....		1444	7
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.		1444	8
1475	ELECTIONS PLANNING SUPERVISOR.....		1444	8
1414	ELECTIONS SUPERVISOR.....		1444	7
1471	ELECTIONS WORKER.....		1444	8
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....		7381	61
7319	ELECTRIC MOTOR REPAIRER.....		7381	61
5240	ELECTRICAL ENGINEER.....	Z	5204	48
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		5204	49
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		5204	49
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		5204	49
6040	ELECTRICAL INSPECTOR.....	Z	7345	56
7432	ELECTRICAL LINE HELPER.....		7345	56
7310	ELECTRICAL LINE WORKER.....		7345	56
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	61

7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...		7381	61
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....		7381	61
7379	ELECTRICAL TRANSIT MECHANIC.....		7381	61
7409	ELECTRICAL TRANSIT SERVICE WORKER.....		7381	61
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....		7381	61
7238	ELECTRICIAN SUPERVISOR I.....		7345	56
7276	ELECTRICIAN SUPERVISOR II.....		7345	56
7345	ELECTRICIAN.....		7345	56
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	27
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	27
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	27
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	56
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	56
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	56
7321	ELEVATOR MECHANIC.....		7334	54
7426	ELEVATOR OPERATOR.....		8204	68
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	2903	37
2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	37
2903	ELIGIBILITY WORKER.....		2903	37
2130	EMERGENCY HOSPITAL SERV ASST SUPT.....	Z	2312	25
2132	EMERGENCY HOSPITAL SERV SUPT.....	Z	2312	25
8247	EMERGENCY PLANNING COORDINATOR.....	Z	1000	2
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	2574	32
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	1242	5
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	1242	5
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	1242	5
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	1242	5
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	1242	5
9366	ENGINEERING AIDE, PORT.....		5204	50
5366	ENGINEERING ASSOCIATE II.....		5204	49
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	6120	53
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	51
1405	EQUALIZATION CLERK.....		1444	7
1445	EQUALIZATION CLERK-STENOGRAPHER.....		1444	8
1425	EQUALIZATION CLERK-TYPIST.....		1444	8
1427	EQUALIZATION RECORDS CONTROL CLERK.....		1444	8
4710	ESTATE INVESTIGATOR.....	Z	8146	66
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	3284	40
1440	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	18
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	1840	18
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	1000	1
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	1840	19
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	1000	1
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	1000	3
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	74
1188	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	1000	1
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1840	19
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	18
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	19
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	18

1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	1000	1
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	1000	1
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	1000	2
1845	EXECUTIVE REPRESENTATIVE.....		1840	18
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	1444	9
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	1650	13
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	8146	66
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	8146	66
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	8146	66
9114	FARE COLLECTIONS CASHIER.....		1444	11
9110	FARE COLLECTIONS RECEIVER.....		1444	10
9112	FARE COLLECTIONS TELLER.....		1444	11
3402	FARMER.....		7514	64
3480	FARMERS MARKET MANAGER.....		1840	19
7560	FIELD CONSERVATION AIDE.....		7514	65
7562	FIELD CONSERVATION LEADER.....		7514	65
7566	FIELD CONSERVATION SUPERINTENDENT.....		7514	65
7564	FIELD CONSERVATION SUPERVISOR II.....		7514	65
1914	FILM SERVICE TECHNICIAN.....		1934	22
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	1650	13
1487	FINANCIAL AIDS ASSISTANT.....		2903	37
1678	FINANCIAL OPERATIONS DIRECTOR.....	Z	1650	13
1679	FINANCIAL REPORTS SPECIALIST.....	Z	1650	13
8249	FINGERPRINT TECHNICIAN I.....		8260	71
8250	FINGERPRINT TECHNICIAN II.....		8260	71
8251	FINGERPRINT TECHNICIAN III.....		8260	71
8234	FIRE ALARM DISPATCHER.....		8238	70
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		7347	59
7323	FIRE DEPT WATER SYSTEM ASST SUPV.....		7347	59
5215	FIRE PROTECTION ENGINEER.....	Z	5204	47
9980	FIRE SAFETY TECHNICIAN.....		8204	68
2661	FOOD SERVICE ADMINISTRATOR.....	Z	2604	33
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	2624	34
2618	FOOD SERVICE SUPERVISOR.....		2604	33
2604	FOOD SERVICE WORKER.....		2604	33
9346	FUSION WELDER.....		7347	59
3418	GARDENER ASSISTANT SUPERVISOR.....		7514	64
3416	GARDENER.....		7514	64
5144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	1000	2
7130	GEN SUPERINTENDENT, FACILITIES MAINT....	Z	7345	56
9159	GENERAL CLAIMS AGENT.....	Z	8146	66
8222	GENERAL CLERK.....		1444	7
8408	GENERAL CLERK-STENOGRAPHER.....		1444	7
8512	GENERAL CLERK-TYPIST.....		1444	7
7215	GENERAL LABORER SUPERVISOR I.....		7514	64
7514	GENERAL LABORER.....		7514	65
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	1000	1
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	1000	2
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	1000	3
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	1840	19

9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	1000	2
1292	GENERAL MANAGER, PERSONNEL.....	Z	1000	1
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	1000	3
2786	GENERAL SERVICES MANAGER.....		2708	35
2742	GENERAL SERVICES SUPERVISOR.....		2708	35
7325	GENERAL UTILITY MECHANIC.....		7381	61
7233	GLAZIER SUPERVISOR I.....		7344	55
7326	GLAZIER.....		7344	55
3226	GOLF COURSE STARTER.....		3284	40
3230	GOLF DIRECTOR.....	Z	3284	40
7327	GRANITE CUTTER.....		7514	65
5322	GRAPHIC ARTIST.....		5204	49
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...		1444	11
2546	HANDICRAFT INSTRUCTOR.....		2556	31
9350	HARBOR POLICE OFFICER.....		8204	68
1656	HEAD ACCOUNTANT.....	Z	1650	13
9242	HEAD AIRPORT ELECTRICIAN.....		7345	57
3324	HEAD ANIMAL KEEPER.....		7514	64
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	67
9336	HEAD DREDGE LEVER OPERATOR.....		7355	60
7351	HEAD MEAT CUTTER.....		2604	33
8210	HEAD PARK PATROL OFFICER.....		8204	68
1774	HEAD PHOTOGRAPHER.....		1770	17
2119	HEALTH CARE ANALYST.....	Z	1840	19
1635	HEALTH CARE BILLING CLERK I.....		1444	9
1636	HEALTH CARE BILLING CLERK II.....		1444	9
2822	HEALTH EDUCATOR.....	Z	1314	6
2589	HEALTH PROGRAM COORDINATOR I.....	Z	2312	25
2591	HEALTH PROGRAM COORDINATOR II.....	Z	2312	25
2593	HEALTH PROGRAM COORDINATOR III.....	Z	2312	25
2818	HEALTH PROGRAM PLANNER.....	Z	2574	32
2585	HEALTH WORKER I.....		2312	25
2586	HEALTH WORKER II.....		2312	25
2587	HEALTH WORKER III.....		2312	25
2588	HEALTH WORKER IV.....		2312	25
6235	HEAT AND VENTILATION INSPECTOR.....		7334	54
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	7355	60
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	7355	60
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		7381	61
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER..	Z	5204	47
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	5204	47
2420	HISTOLOGY TECHNICIAN.....		2312	25
7488	HOODCARPIER.....		7514	65
2994	HOMEMAKER.....		2910	38
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	1840	19
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	1840	19
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	1840	19
2908	HOSPITAL ELIGIBILITY WORKER.....		2903	37
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		2903	37
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z	6120	53

2706	HOUSEKEEPER.....		2708	35
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	5204	49
7520	INCINERATOR OPERATOR.....		2708	35
5209	INDUSTRIAL ENGINEER.....	Z	5204	47
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	66
2504	INHALATION THERAPIST.....		2556	31
3424	INSECTICIDE SPRAY OPERATOR.....		7514	64
6220	INSPECTOR OF WEIGHTS AND MEASURES.....		3450	42
7524	INSTITUTION UTILITY WORKER.....		2708	35
2120	INSTITUTIONAL ADMITTING OFFICER.....		2312	25
8206	INSTITUTIONAL POLICE CAPTAIN.....		8204	68
8209	INSTITUTIONAL POLICE LIEUTENANT.....	Z	8204	68
8204	INSTITUTIONAL POLICE OFFICER.....		8204	68
8205	INSTITUTIONAL POLICE SERGEANT.....		8204	68
3593	INSTRUCTIONAL AIDE I.....		3593	44
3594	INSTRUCTIONAL AIDE II.....		3593	44
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR...	Z	5278	51
2273	INTERNE.....	Z	2230	24
1920	INVENTORY CLERK.....		1444	9
4334	INVESTIGATOR, TAX COLLECTOR.....		1444	10
3404	JAIL FARM SUPERVISOR.....		7514	64
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	35
2720	JANITORIAL SERVICES SUPERVISOR.....		2708	35
1626	JUNIOR ACCOUNT CLERK.....		1444	9
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	1840	18
5202	JUNIOR CIVIL ENGINEER.....	Z	5204	47
1442	JUNIOR CLERK STENOGRAPHER.....		1444	8
1422	JUNIOR CLERK TYPIST.....		1444	7
1402	JUNIOR CLERK.....		1444	7
5234	JUNIOR ELECTRICAL ENGINEER.....	Z	5204	48
1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	1840	18
5250	JUNIOR MECHANICAL ENGINEER.....	Z	5204	48
3285	JUNIOR MUSEUM DIRECTOR.....	Z	3284	40
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	2486	30
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	5204	48
2402	LABORATORY HELPER.....		2312	25
3426	LAND USE AIDE.....	Z	4261	46
5274	LANDSCAPE ARCHITECT.....	Z	5204	48
3440	LANDSCAPING AND STREET PLANTING SUPV....		7514	64
2762	LAUNDRY SUPERINTENDENT.....		2760	36
2780	LAUNDRY WORKER SUPERVISOR.....		2760	36
2760	LAUNDRY WORKER.....		2760	36
8140	LAW CLERK.....		1444	7
8173	LEGAL ASSISTANT.....		1444	10
8166	LEGAL PROCESS CLERK.....		1444	10
1443	LEGAL STENOGRAPHER.....		1444	8
8115	LEGISLATION CLERK.....		1444	10
8116	LEGISLATIVE CALENDAR CLERK.....		1444	10
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	8
3630	LIBRARIAN I.....	Z	3630	45

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3632B	LIBRARIAN II ASIAN ART.....	Z	3630	45
3632A	LIBRARIAN II FINE ARTS.....	Z	3630	45
3632	LIBRARIAN II.....	Z	3630	45
3634	LIBRARIAN III.....	Z	3630	45
3610	LIBRARY ASSISTANT.....		3630	45
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		3630	45
3602	LIBRARY PAGE.....		3630	45
3616	LIBRARY TECHNICAL ASSISTANT I.....		3630	45
3618	LIBRARY TECHNICAL ASSISTANT II.....		3630	45
4336	LICENSE BUREAU ASSISTANT SUPERVISOR.....		1444	10
2312	LICENSED VOCATIONAL NURSE.....		2312	25
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		5204	50
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		7345	56
6252	LINE INSPECTOR.....	Z	7345	56
3202	LOCKER ROOM ATTENDANT.....		3284	40
7236	LOCKSMITH SUPERVISOR I.....		7344	55
7342	LOCKSMITH.....		7344	55
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7381	61
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	16
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	55
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	55
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....		7344	55
7434	MAINTENANCE MACHINIST HELPER.....		7381	62
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7381	61
7332	MAINTENANCE MACHINIST.....		7381	61
1815	MANAGEMENT AIDE.....		1840	18
1825	MANAGEMENT ANALYST.....	Z	1840	18
1840	MANAGEMENT ASSISTANT.....	Z	1840	18
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	1242	5
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	1242	5
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	1242	5
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	1242	5
1803	MANAGEMENT INFORMATION SYSTEMS TECH I...	Z	1720	14
1807	MANAGEMENT INFORMATION TECH II.....	Z	1720	14
9373	MANAGER OF MARKETING.....	Z	1314	6
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	21
1834	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z	1840	19
6130	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	1000	2
1893	MANAGER, DATA PROCESSING, SFUSD.....	Z	1000	1
7119	MANAGER, SEWER REPAIR.....	Z	7514	64
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...	Z	1000	2
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	1000	2
3232	MARINA ASSISTANT MANAGER.....		3284	40
3234	MARINA MANAGER.....		3284	40
4350	MARINE APPRAISER.....	Z	4261	46
9335	MARINE FIRE AND BOILER OPERATOR.....		7355	60
9333	MARINE PATROL OFFICER.....		8204	68
9375	MARKET RESEARCH SPECIALIST, PORT.....	Z	1840	19
1924	MATERIALS AND SUPPLIES SUPERVISOR.....		1934	22
5304	MATERIALS TESTING AIDE.....		5204	49

5305	MATERIALS TESTING TECHNICIAN.....		5204	49
1190	MAYOR.....	Z	1000	1
1848	MAYOR'S PROGRAM CONSULTANT.....	Z	1840	18
1849	MAYOR'S PROGRAM MANAGER.....	Z	1840	18
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z	1650	13
7350	MEAT CUTTER.....		2604	33
6309	MECHANICAL CONSTRUCTION INSPECTOR.....		5204	49
5256	MECHANICAL ENGINEER.....	Z	5204	48
5342	MECHANICAL ENGINEERING ASSISTANT I.....		5204	49
5344	MECHANICAL ENGINEERING ASSISTANT II.....		5204	49
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		5204	49
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		7381	61
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	2230	24
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....		1444	10
8170	MEDICAL CLAIMS SUPERVISOR.....	Z	1444	10
1464	MEDICAL CLERK STENOGRAPHER.....		1444	8
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	1000	3
2430	MEDICAL EXAMINATIONS ASSISTANT.....		2426	27
3658	MEDICAL LIBRARIAN.....	Z	3630	45
2110	MEDICAL RECORDS CLERK.....		1444	9
3650	MEDICAL RECORDS LIBRARIAN.....		1444	9
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...		1444	9
2112	MEDICAL RECORDS TECHNICIAN.....		1444	9
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	2910	38
2920	MEDICAL SOCIAL WORKER.....	Z	2910	38
2528	MEDICAL STEWARD.....		2312	25
1440	MEDICAL TRANSCRIBER TYPIST.....		1444	8
1836	MEMBERSHIP REP,-HEALTH SERVICE SYSTEM...		1840	18
2823	MENTAL HEALTH EDUCATOR.....	Z	1314	6
1490	MESSAGE CENTER SUPERVISOR.....		1444	8
7389	METALSMITH.....		7381	61
1466	METER READER.....		1466	12
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	6
2462	MICROBIOLOGIST.....	Z	2444	28
1750	MICROPHOTO TECHNICIAN.....		1760	16
2520	MORGUE ATTENDANT.....		2312	25
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		7514	64
3268	MUNICIPAL STADIUMS MANAGER.....	Z	1840	19
8218	MUNICIPAL TRANSIT POLICE OFFICER.....	Z	8204	68
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	43
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	43
3526	MUSEUM CONSERVATOR ASSISTANT.....		3542	43
3528	MUSEUM CONSERVATOR.....		3542	43
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....		3542	43
3559	MUSEUM EXHIBITION DESIGNER.....	Z	3542	43
8226	MUSEUM GUARD.....		8204	68
3534	MUSEUM PHOTOGRAPHER.....		1770	17
3520	MUSEUM PREPARATOR.....		3542	43
3556	MUSEUM REGISTRAR.....		3542	43
8231	MUSEUM SERVICES CO-ORDINATOR.....	Z	8204	68

8423	NEIGHBORHOOD COORDINATOR	Z	8440	74
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE		1444	11
3428	NURSERY SPECIALIST		7514	64
2846	NUTRITIONIST	Z	2624	34
2548	OCCUPATIONAL THERAPIST	Z	2556	31
1760	OFFSET MACHINE OPERATOR		1760	16
7328	OPERATING ENGINEER, UNIVERSAL		7355	60
2310	OPERATING ROOM TECHNICIAN		2312	25
1829	OPERATIONS ANALYST	Z	1840	18
2561	OPTOMETRIST		2556	31
3250	ORCHESTRA INSTRUCTOR	Z	3284	40
2301	ORDERLY TRAINEE		2312	25
2302	ORDERLY		2312	25
Y 6	ORGANIST		3284	40
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		7344	55
7395	ORNAMENTAL IRON WORKER		7344	55
2514	ORTHOPEDIC TECHNICIAN I		2312	25
2515	ORTHOPEDIC TECHNICIAN II		2312	25
7242	PAINTER SUPERVISOR I		7346	58
7078	PAINTER SUPERVISOR II		7346	58
7346	PAINTER		7346	58
8208	PARK PATROL OFFICER		8204	68
3422	PARK SECTION SUPERVISOR		7514	64
1106	PARKING AUTHORITY DIRECTOR	Z	1000	1
8214	PARKING CONTROL OFFICER		8214	69
4326	PARKING METER COLLECTION SUPERVISOR		1444	10
4324	PARKING METER COLLECTOR		1444	10
7243	PARKING METER REPAIRER SUPERVISOR I		7384	63
7444	PARKING METER REPAIRER		7384	63
3350	PARKS SUPERINTENDENT	Z	1000	3
1637	PATIENT ACCOUNTS CLERK		1444	9
1664	PATIENT ACCOUNTS MANAGER	Z	1444	9
1663	PATIENT ACCOUNTS SUPERVISOR		1444	9
7358	PATTERNMAKER		7344	55
1220	PAYROLL CLERK		1444	7
1218	PAYROLL SUPERVISOR	Z	1444	7
4220	PERSONAL PROPERTY AUDITOR	Z	1650	13
1242	PERSONNEL ANALYST	Z	1242	5
1202	PERSONNEL CLERK		1444	7
1201	PERSONNEL TECHNICAN TRAINEE		1242	5
1203	PERSONNEL TECHNICIAN		1444	7
2450	PHARMACIST	Z	2450	29
2406	PHARMACY HELPER		2312	25
2409	PHARMACY TECHNICIAN		2312	25
1772	PHOTO-LITHOGRAPHER		1760	16
1779	PHOTOGRAPHER		1770	17
3258	PHOTOGRAPHY DIRECTOR	Z	3284	40
3256	PHOTOGRAPHY INSTRUCTOR	Z	3284	40
2556	PHYSICAL THERAPIST	Z	2556	31
2554	PHYSICAL THERAPY AIDE		2556	31

2230	PHYSICIAN SPECIALIST.....	Z	2230	24
2220	PHYSICIAN.....	Z	2230	24
3248	PIANIST.....	Z	3284	40
7359	PIANO TUNER.....		3284	41
9330	PILE WORKER.....		7344	55
9331	PILEDRIVER ENGINE OPERATOR.....		7355	60
9332	PILEDRIVER SUPERVISOR I.....		7344	55
7360	PIPE WELDER.....		7347	59
6262	PLAN CHECKER (ARCHITECTURAL).....		5204	49
6264	PLAN CHECKER (ENGINEERING).....		5204	49
5277	PLANNER I.....	Z	5278	51
5278	PLANNER II.....	Z	5278	51
5292	PLANNER III (ZONING).....	Z	5278	51
5298	PLANNER III ENVIRONMENTAL REVIEW.....	Z	5278	51
5280	PLANNER III.....	Z	5278	51
5280A	PLANNER III, ADMINISTRATIVE.....	Z	5278	51
5280C	PLANNER III, TRANSPORTATION.....	Z	5278	51
5280B	PLANNER III, URBAN DESIGN.....	Z	5278	51
5294	PLANNER IV (ZONING).....	Z	5278	51
5299	PLANNER IV ENVIRONMENTAL REVIEW.....	Z	5278	51
5282	PLANNER IV.....	Z	5278	51
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST..	Z	5278	51
5282A	PLANNER IV, URBAN SYSTEMS ANALYST.....	Z	5278	51
5297	PLANNER V (ZONING).....	Z	5278	51
5283	PLANNER V, URBAN DESIGN.....	Z	5278	51
5412	PLANNING COORDINATOR.....	Z	5278	51
7361	PLASTERER.....		7514	65
7213	PLUMBER SUPERVISOR I.....		7347	59
7239	PLUMBER SUPERVISOR II.....		7347	59
7347	PLUMBER.....		7347	59
6542	PLUMBING INSPECTOR.....	Z	7347	59
8274	POLICE CADET.....		8214	69
8238	POLICE COMMUNICATIONS DISPATCHER.....		8238	70
8213	POLICE SERVICES AIDE.....		8214	69
1803	POLICE STATISTICAL CLERK.....		1444	9
3208	POOL LIFEGUARD.....		3284	40
9397	PORT DEVELOPMENT CONSULTANT.....		5278	51
9389	PORT TRAFFIC ANALYST.....	Z	1840	19
9387	PORT TRAFFIC MANAGER.....	Z	1840	19
2748	PORTER ASSISTANT SUPERVISOR.....		2708	35
2740	PORTER SUPERVISOR I.....		2708	35
2736	PORTER.....		2708	35
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		7345	56
7258	POWER HOUSE SUPERINTENDENT.....	Z	7345	56
7244	POWER PLANT SUPERVISOR I.....		7345	56
7279	POWERHOUSE ELECTRICIAN SUPV II.....		7345	56
7263	POWERHOUSE ELECTRICIAN.....		7345	56
7264	POWERHOUSE OPERATOR.....		7345	56
1634	PRINCIPAL ACCOUNT CLERK.....		1444	9
1654	PRINCIPAL ACCOUNTANT.....	Z	1650	13

1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	1840	18
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	46
5273	PRINCIPAL ARCHITECT.....	Z	5204	48
5212	PRINCIPAL CIVIL ENGINEER.....	Z	5204	47
1450	PRINCIPAL CLERK STENOGRAPHER.....		1444	8
1408	PRINCIPAL CLERK.....		1444	7
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	6120	53
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....		1444	11
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	10
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	8
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	43
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	7
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	1650	13
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	5
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	66
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	46
3281	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	40
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	46
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	8
1726	PRINCIPAL TABULATING MACHINE OPERATOR...		1720	14
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	7
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	48
1460	PRINCIPAL WATER SERVICES CLERK.....		1444	8
8180	PRINCIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	67
8419	PRISONER SERVICES COUNSELOR.....	Z	8440	74
8401	PROBATION ASSISTANT.....		8440	74
8402	PROBATION OFFICER TRAINEE.....	Z	8440	74
8440	PROBATION OFFICER.....	Z	8440	74
8102	PROCESS SERVER.....		1444	10
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	52
0885	PROGRAM CHIEF, CMHS.....		1000	3
0884	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	1000	3
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	51
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	51
1870	PROGRAMMER ANALYST TRAINEE.....	Z	1872	21
1872	PROGRAMMER ANALYST.....	Z	1872	21
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z	1444	9
8405	PROJECT COORDINATOR, SAFE.....	Z	8440	74
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	21
6336	PROPERTY REHABILITATION MANAGER.....	Z	7344	55
8170	PROPERTY STAGE HAND.....		7344	55
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	8146	66
2304	PSYCHIATRIC GROUPLY.....		2312	25
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
2305	PSYCHIATRIC TECHNICIAN.....		2312	25
1106	PUBLIC ADMINISTRATOR.....	Z	1000	1
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	1000	2
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	1000	2
8146	PUBLIC DEFENDER.....	Z	1000	3
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	66

2486	PUBLIC HEALTH CHEMIST.....	Z	2486	30
1312	PUBLIC INFORMATION OFFICER.....	Z	1314	6
1310	PUBLIC RELATIONS ASSISTANT.....		1444	7
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	6
1314	PUBLIC RELATIONS REPRESENTATIVE	Z	1314	6
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		3593	44
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		1840	20
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		1840	20
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....		2312	26
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...		2312	26
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS.....		7514	65
9918	PUBLIC SERVICE AIDE-SECURITY.....		8204	68
9912	PUBLIC SERVICE AIDE-TECHNICAL.....		3542	43
1341	PUBLIC SERVICE ASSISTANT.....		1444	7
9910	PUBLIC SERVICE TRAINEE.....		1444	11
9940	PUBLIC WORKS AIDE.....		7514	65
1952	PURCHASER.....	Z	1952	23
1954	PURCHASER, PRINTING.....	Z	1952	23
3535	RADIO ANNOUNCER - OPERATOR.....		5204	47
5246	RADIO ENGINEER.....	Z	5204	48
7367	RADIO TECHNICIAN.....		5204	49
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	27
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	27
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	27
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	27
2240	RADIOLOGIST.....	Z	2230	24
4256	REAL ESTATE ANALYST.....	Z	4261	46
4261T	REAL PROPERTY APPRAISER TRAINEE.....		4261	46
4261	REAL PROPERTY APPRAISER.....	Z	4261	46
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	46
3284	RECREATION DIRECTOR.....	Z	3284	40
3294	RECREATION SUPERINTENDENT.....	Z	1000	3
3289	RECREATION SUPERVISOR.....	Z	3284	40
6233	REFRIGERATOR INSPECTOR.....		7334	54
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	1314	6
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	1000	1
2566	REHABILITATION COUNSELOR.....	Z	2910	38
8420	REHABILITATION SERVICES COORDINATOR.....	Z	8440	74
4110	RENTAL PROPERTY SUPERVISOR.....	Z	4261	46
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	2996	39
1763	REPRODUCTION SUPERVISOR I.....		1760	16
1802	RESEARCH ASSISTANT.....	Z	1650	13
2575	RESEARCH PSYCHOLOGIST.....	Z	2574	32
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR.....	Z	6120	53
1813	RETIREMENT ANALYST.....	Z	1650	13
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	1000	1
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	8146	66
4100	RIDES ATTENDANT HELPER.....		3284	40
3306	RIDES ATTENDANT.....		3284	41
7370	RIGGER.....		7514	65

4140	RIGHT-OF-WAY AGENT.....	Z	4261	46
6102	RODENT CONTROL TECHNICIAN.....		6120	53
9344	ROOFER SUPERVISOR I.....		7344	55
9343	ROOFER.....		7344	55
5177	SAFETY OFFICER.....	Z	5204	47
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	1314	6
5248	SANITARY ENGINEER.....	Z	5204	48
6106	SANITARY ENGINEERING TECHNICIAN.....		2486	30
3595	SCHOOL AIDE I.....		3593	44
3597	SCHOOL AIDE II.....		3593	44
3598	SCHOOL AIDE III.....		3593	44
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	5204	48
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	5204	49
8201	SCHOOL CROSSING GUARD.....		8204	68
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..		2708	35
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.		2708	35
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...		2708	35
2727	SCHOOL CUSTODIAN SUPERVISOR I.....		2708	35
2709	SCHOOL CUSTODIAN.....		2708	35
5279	SCHOOL FACILITIES NEEDS ANALYST.....	Z	5278	51
5295	SCHOOL FACILITIES PLANNER.....	Z	5278	51
7550	SCHOOL FURNITURE SERVICE WORKER.....		1934	22
3474	SCHOOL GROUNDS SUPERVISOR.....		7514	64
7289	SCHOOL HEATING AND VENTILATION SUPV.....		7334	54
2410	SCHOOL LABORATORY ATTENDANT.....		3593	44
2636	SCHOOL LUNCHROOM AREA SUPERVISOR.....	Z	2624	34
2630	SCHOOL LUNCHROOM COOK.....		2604	33
2615	SCHOOL LUNCHROOM HELPER.....		2604	33
8203	SCHOOL PATROL AIDE.....		8204	68
3281	SCHOOL RECREATION AIDE.....		3284	40
3596	SCHOOL SECURITY AIDE.....		3593	44
1938	SCHOOL SUPPLIES ANALYST.....	Z	1952	23
9126	SCHOOL TRANSPORTATION SCHEDULER.....		9144	75
9128	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	9144	75
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...		1934	22
1939	SCHOOL WAREHOUSE SUPERVISOR.....	Z	1934	22
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	1340	19
1546	SECRETARY, COMMISSION ON THE AGING.....	Z	1444	9
1540	SECRETARY, FIRE COMMISSION.....	Z	1840	18
1544	SECRETARY, LIBRARY COMMISSION.....	Z	1840	18
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	1840	18
4331	SECURITY ANALYST.....	Z	1840	19
9174	SECURITY CHIEF, MUNICIPAL RAILWAY.....	Z	8204	68
8202	SECURITY GUARD.....		8204	68
1632	SENIOR ASSIGNMENT CLERK.....		1444	9
1652	SENIOR ACCOUNTANT.....	Z	1650	13
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....		1444	9
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	1840	18
9213	SENIOR AIRFIELD SAFETY OFFICER.....		9220	76
9283	SENIOR AIRPORT COMMUNICATIONS OPERATION.		8238	70

3321	SENIOR ANIMAL KEEPER.....		7514	64
3508	SENIOR AQUARIST.....		7514	64
5270	SENIOR ARCHITECT.....	Z	5204	48
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	1650	13
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	8176	67
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		1760	16
6238	SENIOR BOILER INSPECTOR.....		7347	59
7418	SENIOR BOOK REPAIRER.....		3630	45
6333	SENIOR BUILDING INSPECTOR.....	Z	7344	55
1217	SENIOR CERTIFICATION CLERK.....		1444	7
2942	SENIOR CHILD WELFARE WORKER.....	Z	2910	38
5210	SENIOR CIVIL ENGINEER.....	Z	5204	47
9156	SENIOR CLAIMS INVESTIGATOR.....		8146	66
1476	SENIOR CLAIMS PROCESS CLERK.....		1444	8
1446	SENIOR CLERK STENOGRAPHER.....		1444	8
1426	SENIOR CLERK TYPIST.....		1444	8
1406	SENIOR CLERK.....		1444	7
8412	SENIOR CLERK-STENOGRAPHER.....		1444	7
8516	SENIOR CLERK-TYPIST.....		1444	7
4308	SENIOR COLLECTIONS CLERK.....		1444	10
1737	SENIOR COMPUTER OPERATOR.....		1736	15
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		1444	10
1855	SENIOR CONTROL CLERK, EDP.....		1720	14
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	8320	73
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	8320	73
1721	SENIOR DATA ENTRY OPERATOR.....		1720	14
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	1242	5
8306	SENIOR DEPUTY SHERIFF.....		8304	72
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	6120	53
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR.	Z	8146	66
5242	SENIOR ELECTRICAL ENGINEER.....	Z	5204	48
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	56
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	27
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	37
2905	SENIOR ELIGIBILITY WORKER.....		2903	37
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	6120	53
1407	SENIOR EQUALIZATION CLERK.....		1444	7
9116	SENIOR FAPE COLLECTIONS RECEIVER.....		1444	11
1915	SENIOR FILM SERVICE TECHNICIAN.....		1934	22
2619	SENIOR FOOD SERVICE SUPERVISOR.....		2604	33
2606	SENIOR FOOD SERVICE WORKER.....		2604	33
7330	SENIOR GENERAL UTILITY MECHANIC.....		7361	61
2825	SENIOR HEALTH EDUCATOR.....	Z	1314	6
2920	SENIOR HEALTH PROGRAM PLANNER.....		2574	32
1922	SENIOR INVENTORY CLERK.....		1444	9
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....		1444	10
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	5204	48
2770	SENIOR LAUNDRY WORKER.....		2760	36
8164	SENIOR LAW CLERK.....		1444	7
2108	SENIOR LEGAL PROCESS CLERK.....		1444	10

1460	SENIOR LEGAL STENOGRAPHER.....		1444	8
8120	SENIOR LEGISLATION CLERK.....	Z	1444	10
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	1840	18
4252	SENIOR MARINE APPRAISER.....	Z	4261	46
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	22
5258	SENIOR MECHANICAL ENGINEER.....	Z	5204	48
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	2910	38
2530	SENIOR MEDICAL STEWARD.....		2312	25
2464	SENIOR MICROBIOLOGIST.....	Z	2444	28
1752	SENIOR MICROPHOTO TECHNICIAN.....		1760	16
2522	SENIOR MORGUE ATTENDANT.....		2312	25
8228	SENIOR MUSEUM GUARD.....		8204	68
3522	SENIOR MUSEUM PREPARATOR.....		3542	43
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	8440	74
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	2556	31
1762	SENIOR OFFSET MACHINE OPERATOR.....		1760	16
2120	SENIOR ORDERLY.....		2312	25
1222	SENIOR PAYROLL AND PERSONNEL CLERK.....		1444	7
4222	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	1650	13
1244	SENIOR PERSONNEL ANALYST.....	Z	1242	5
1204	SENIOR PERSONNEL CLERK.....		1444	7
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z	2450	29
2452	SENIOR PHARMACIST, SF GEN HOSPITAL.....	Z	2450	29
2408	SENIOR PHARMACY HELPER.....		2312	25
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	3284	40
2558	SENIOR PHYSICAL THERAPIST.....	Z	2556	31
2232	SENIOR PHYSICIAN SPECIALIST.....	Z	2230	24
2222	SENIOR PHYSICIAN.....	Z	2230	24
6266	SENIOR PLAN CHECKER.....	Z	5204	49
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.		8238	70
7365	SENIOR POWERHOUSE OPERATOR.....		7345	56
8442	SENIOR PROBATION OFFICER.....	Z	8440	74
1874	SENIOR PROGRAMMER ANALYST.....	Z	1872	21
2316	SENIOR PSYCHIATRIC ORDERLY.....		2312	25
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		8146	66
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	2486	30
1954	SENIOR PURCHASER.....	Z	1952	23
7368	SENIOR RADIO TECHNICIAN.....		5204	50
4265	SENIOR REAL PROPERTY APPRAISER.....	Z	4261	46
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR	Z	6120	53
4142	SENIOR RIGHT-OF-WAY AGENT.....	Z	4261	46
6184	SENIOR RODENT CONTROL TECHNICIAN.....		6120	53
5249	SENIOR SANITARY ENGINEER.....	Z	5204	48
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	2486	30
2774	SENIOR SEWING TECHNICIAN.....		2760	36
7451	SENIOR SHADE AND DRAPERY WORKER.....		2708	35
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	2910	38
2912	SENIOR SOCIAL WORKER.....	Z	2910	38
1875	SENIOR SOFTWARE ANALYST.....	Z	1872	21

7335	SENIOR STATIONARY ENGINEER.....		7334	54
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	54
1806	SENIOR STATISTICIAN.....	Z	1650	13
1936	SENIOR STOREKEEPER.....		1934	22
6231	SENIOR STREET INSPECTOR.....		5204	49
5219	SENIOR STRUCTURAL ENGINEER.....	Z	5204	48
3214	SENIOR SWIMMING INSTRUCTOR.....		3284	40
1657	SENIOR SYSTEMS ACCOUNTANT.....	Z	1650	13
1724	SENIOR TABULATING MACHINE OPERATOR.....		1720	14
1834	SENIOR TAPE LIBRARIAN.....		1720	14
1708	SENIOR TELEPHONE OPERATOR.....		8238	70
1228	SENIOR TESTING TECHNICIAN.....		1444	7
1214	SENIOR TIMEROLL AUDIT CLERK.....		1444	7
5232	SENIOR TRAFFIC ENGINEER.....	Z	5204	48
1432	SENIOR TRANSCRIBER TYPIST.....		1444	8
9124	SENIOR TRANSIT INFORMATION CLERK.....		1444	11
9128	SENIOR TRANSIT TRAFFIC CHECKER.....		1444	11
7385	SENIOR TYPEWRITER REPAIRER.....		7384	63
2472	SENIOR WATER CHEMIST.....	Z	2486	30
7317	SENIOR WATER SERVICE INSPECTOR.....		1466	12
1478	SENIOR WATER SERVICES CLERK.....		1444	8
8220	SERGEANT-AT-ARMS.....	Z	8204	68
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	5204	47
7448	SEWER CLEANER.....		7514	65
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	7514	65
7246	SEWER REPAIR SUPERVISOR II.....		7514	65
6216	SEWER SAFETY INSPECTOR.....		6120	53
7449	SEWER SERVICE WORKER.....		7347	59
7383	SEWING MACHINE REPAIRER.....		7384	63
2772	SEWING TECHNICIAN.....		2760	36
7450	SHADE AND DRAPERY WORKER.....		2708	35
7452	SHADE WORKER.....		2708	35
9345	SHEET METAL SUPERVISOR I.....		7344	55
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	55
7376	SHEET METAL WORKER.....		7344	55
8350	SHERIFF.....	Z	1000	4
8312	SHERIFF'S CAPTAIN.....		8304	72
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	72
8310	SHERIFF'S LIEUTENANT.....		8304	72
8301	SHERIFF'S PROPERTY KEEPER.....		8304	72
8308	SHERIFF'S SERGEANT.....		8304	72
6197	SIGNAL AND SYSTEMS ENGINEER.....		5204	50
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....		7345	56
2859	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	38
2904	SOCIAL SERVICE TECHNICIAN.....		2910	38
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	38
2906	SOCIAL WORKER TRAINEE.....	Z	2910	38
2910	SOCIAL WORKER.....	Z	2910	38
1873	SOFTWARE ANALYST.....	Z	1872	21
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	7

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5406	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	5278	51
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	5278	51
G 59.1	SPECIAL EXAMINER.....		1242	5
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		2996	39
2990	SPECIALIST II, HUMAN RIGHTS COMMISSION..		2996	39
9720	SPECIALIST IN AGING I.....	Z	2996	39
9722	SPECIALIST IN AGING II.....	Z	2996	39
9724	SPECIALIST IN AGING III.....	Z	2996	39
2542	SPEECH PATHOLOGIST.....	Z	2556	31
2392	SR CENTRAL PROCESSING AND DISTR TECH....		2312	25
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	28
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	50
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY..	Z	5278	52
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	1000	4
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	8440	74
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	21
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	21
3310	STABLE ATTENDANT.....		7514	64
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z	1840	19
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1840	19
9998	STAFF AIDE, CETA.....		1444	11
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1840	19
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1840	20
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1840	20
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1840	20
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1840	20
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1840	20
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1840	20
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1840	20
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1840	20
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1840	20
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1840	20
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1840	20
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1840	20
7371	STAGE CARPENTER.....		7344	55
8216	STAGE DOOR ATTENDANT.....		8204	68
7377	STAGE ELECTRICIAN.....		7345	56
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	11
8217	STATION OFFICER.....		8304	72
7334	STATIONARY ENGINEER.....		7334	54
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	54
1804	STATISTICIAN.....	Z	1650	13
7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	59
7348	STEAMFITTER SUPERVISOR II.....		7347	59
7348	STEAMFITTER.....		7347	59
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS.		1444	8
1452	STENOGRAPHIC SECRETARY.....		1444	8
2502	STERILIZER OPERATOR.....		2312	25
1934	STOREKEEPER.....		1934	22
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	22

1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	22
5365	STREET ASSESSMENT COORDINATOR.....		4261	46
7530	STREET CLEANER.....		7514	65
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	1000	2
5170	STREET CLEANING AND PLANTING SUPT.....	Z	1000	2
7281	STREET CLEANING SUPERVISOR II.....		7514	65
6232	STREET INSPECTION SUPERVISOR.....		5204	49
6230	STREET INSPECTOR.....		5204	49
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	1000	2
5172	STREET REPAIR SUPERINTENDENT.....	Z	1000	2
7282	STREET REPAIR SUPERVISOR II.....		7355	60
5218	STRUCTURAL ENGINEER.....	Z	5204	48
1400	STUDENT AIDE, NYC.....		1444	7
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1840	19
5380	STUDENT ENGINEERING TRAINEE I.....		5204	49
5381	STUDENT ENGINEERING TRAINEE II.....		5204	49
5382	STUDENT ENGINEERING TRAINEE III.....		5204	49
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7355	60
M270	SUPERINTENDENT, MACH SHOP AND EQUIP,PUC.	Z	7381	61
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	74
1497	SUPERVISING CLERK I.....		1444	9
1498	SUPERVISING CLERK II.....		1444	9
1499	SUPERVISING CLERK III.....		1444	9
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	32
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	8320	73
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	14
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	56
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		1650	13
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	24
1953	SUPERVISING PURCHASER.....	Z	1952	23
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	27
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	27
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	21
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.		1444	11
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		1444	11
7261	SUPERVISOR OF MAINTENANCE, SFUSD.....		7344	55
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	49
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	48
2608	SUPPLY ROOM ATTENDENT.....		2604	33
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	47
7152	SUPT OF MAINTENANCE, MUNI RAILWAY.....	Z	7381	61
5149	SUPT OF WATER TREATMENT FACILITIES.....		7334	54
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	5204	47
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH..	Z	2230	24
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	74
5314	SURVEY PARTY CHIEF.....		5204	49
5312	SURVEYOR.....		5204	49
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	49
3212	SWIMMING INSTRUCTOR.....		3284	40
3204	SWIMMING POOL CASHIER - CLERK.....		3284	40

7458	SWITCH REPAIRER.....		7514	65
1655	SYSTEMS ACCOUNTANT.....	Z	1650	13
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	21
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	21
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	21
9173	SYSTEMS SAFETY INSPECTOR.....		5204	50
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ...	Z	1872	21
1728	TABULATING DIVISION SUPERVISORS.....	Z	1720	14
1833	TAPE LIBRARIAN, EDP.....		1720	14
4374	TAX ADMINISTRATOR.....	Z	1000	2
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		5204	50
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		8204	68
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		2486	30
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		1736	15
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		5204	49
3590	TECH INSTRUCT ASST, ENGLISH READER.....	Z	3593	44
1428	TECH INSTRUCT ASST, EVALUATION TECHNICIA	Z	1444	8
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....		3593	44
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	3630	45
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..		3284	41
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	Z	3284	41
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO	Z	3284	40
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		3284	40
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	50
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		2486	30
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		1444	8
1669	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		1872	21
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	56
1706	TELEPHONE OPERATOR.....		8238	70
1868	TELEPROCESSING TECHNICIAN.....		1736	15
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	76
1227	TESTING TECHNICIAN.....		1444	7
7378	TILE SETTER.....		7344	55
1212	TIMEROLL AUDIT CLERK.....		1444	7
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	22
2458	TOXICOLOGIST.....	Z	2230	24
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	65
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	65
7540	TRACK MAINTENANCE WORKER.....		7514	65
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7514	65
8215	TRAFFIC CONTROL OFFICER.....		8214	69
5230	TRAFFIC ENGINEER.....	Z	5204	48
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	8440	74
7454	TRAFFIC SIGNAL OPERATOR.....		8214	69
5206	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	10
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	48
1237	TRAINING COORDINATOR.....	Z	1242	5
1232	TRAINING OFFICER.....	Z	1242	5
1430	TRANSCRIBER TYPIST.....		1444	8
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	62

9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	62
9102	TRANSIT CAR CLEANER.....		7381	62
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	5278	51
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	50
9122	TRANSIT INFORMATION CLERK.....		1444	11
9140	TRANSIT MANAGER I.....	Z	9144	75
9141	TRANSIT MANAGER II.....	Z	9144	75
9142	TRANSIT MANAGER III.....	Z	9144	75
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7346	58
5287	TRANSIT PLANNER I.....	Z	5278	51
5288	TRANSIT PLANNER II.....	Z	5278	51
5289	TRANSIT PLANNER III.....	Z	5278	51
5290	TRANSIT PLANNER IV.....	Z	5278	51
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	56
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	56
9118	TRANSIT REVENUE SUPERVISOR.....		1444	11
9144	TRANSIT SERVICE INSPECTOR.....		9144	75
9139	TRANSIT SUPERVISOR.....		9144	75
9126	TRANSIT TRAFFIC CHECKER.....		1444	11
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	56
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	56
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR	Z	7381	61
4390	TREASURER.....	Z	1000	2
3436	TREE TOPPER SUPERVISOR I.....		7514	64
3434	TREE TOPPER.....		7514	64
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	67
7355	TRUCK DRIVER.....		7355	60
7384	TYPEWRITER REPAIRER.....		7384	63
8348	UNDERSHERIFF.....	Z	1000	4
7387	UPHOLSTERER.....		7381	61
7463	UTILITY PLUMBER APPRENTICE.....		7347	59
7396	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	59
7462	UTILITY PLUMBER HELPER.....		7347	59
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	59
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	59
7388	UTILITY PLUMBER.....		7347	59
I 53.1	VENDOR HELPER.....		3284	40
3302	VENDOR.....		3284	41
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	25
2465	VIROLOGIST.....	Z	2444	28
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	2910	38
1408	WARD CLERK.....		1444	8
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	65
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	49
5163	WATER DEPT ASST GENERAL MANAGER, ADMIN..	Z	1840	19
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	1000	3
7442	WATER METER REPAIR HELPER.....		7347	59
7353	WATER METER REPAIRER.....		7347	59
7240	WATER METER SHOP SUPERVISOR I.....		7347	59
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	47

5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	47
2468	WATER QUALITY BIOLOGIST.....		2444	28
2471	WATER QUALITY CHEMIST.....	Z	2486	30
7316	WATER SERVICE INSPECTOR.....		1466	12
1468	WATER SERVICES CLERK.....		1444	8
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	61
7270	WATERSHED KEEPER SUPERVISOR.....		8204	68
7470	WATERSHED KEEPER.....		8204	68
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	68
7390	WELDER.....		7347	59
9355	WHARFINGER I.....		1444	11
9356	WHARFINGER II.....		1444	11
7392	WINDOW CLEANER.....		2708	35
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		7334	54
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	54
2424	X-RAY LABORATORY AIDE.....		2426	27
3340	ZOO DIRECTOR.....	Z	7514	64
2290	ZOO VETERINARIAN.....	Z	7514	64
3342	ZOOLOGIST.....	Z	7514	64

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
A.	****GROUP A****							
1104	PARKING AUTHORITY DIRECTOR.....	Z	50.2	1067-1291	1	51.4	1131-1368	2460-2975
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	57.2	1491-1809	1	58.4	1580-1918	3437-4172
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	60.4	1740-2115	1	61.6	1844-2242	4011-4876
1126	PUBLIC ADMINISTRATOR.....	Z	55.4	1368-1658	1	56.6	1450-1756	3154-3819
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	56.6	1450-1756	1	57.8	1535-1862	3339-4050
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	48.4	979-1185	1	49.6	1037-1255	2255-2730
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	47.7	947-1147	2	48.9	1003-1214	2182-2640
1136	ASSISTANT COUNTY CLERK.....	Z	50.9	1104-1336	1	52.1	1169-1414	2543-3075
1142	COUNTY CLERK.....	Z	56.6	1450-1756	1	57.8	1535-1862	3339-4050
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	56.8	1463-1773	1	58.0	1550-1881	3371-4091
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	62.5	1927-2342	1	63.7	2043-2483	4444-5401
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	64.5	2124-2582	1	65.7	2252-2737	4898-5953
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	66.4	2332-2835	1	67.6	2472-3005	5377-6536
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	58.4	1580-1918	1	59.6	1674-2033	3641-4422
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	66.9	2388-2902	1	68.1	2533-3080	5509-6699
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	49.2	1018-1232	0	50.4	1078-1304	2345-2836
1190	MAYOR.....	Z		2947-2947	1		3124-3124	
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	58.2	1565-1899	0	59.4	1658-2014	3606-4380
1292	GENERAL MANAGER, PERSONNEL.....	Z	61.5	1835-2230	1	62.7	1946-2365	4233-5144
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	48.1	966-1169	0	49.3	1022-1237	2223-2690
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	56.4	1436-1740	1	57.6	1520-1844	3306-4011
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	61.8	1862-2264	1	63.0	1975-2401	4296-5222
1672	ASSISTANT CONTROLLER.....	Z	56.4	1436-1740	1	57.6	1520-1844	3306-4011
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z		2234-2234	1		2368-2368	
1680	CHIEF ASSISTANT CONTROLLER.....	Z	64.7	2145-2607	1	65.9	2274-2764	4946-6012
1682	CONTROLLER.....	Z		2765-2765	1		2931-2931	
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	51.3	1125-1362	1	52.5	1191-1443	2590-3139
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	45.7	862-1042	0	46.9	912-1104	1984-2401
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	57.9	1543-1871	1	59.1	1634-1985	3554-4317
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z		2194-2194	1		2326-2326	
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	61.8	1862-2264	1	63.0	1975-2401	4296-5222
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	61.1	1800-2188	1	62.3	1909-2319	4152-5044
2581	ADMINISTRATIVE CORONER.....		53.9	1273-1543	1	55.1	1349-1634	2934-3554
2843	DEPUTY DIRECTOR OF ADMINISTRATION.....		56.9	1470-1782	1	58.1	1558-1890	3389-4111
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.		63.8	2053-2496	1	65.0	2178-2647	4737-5757
2988	DIRECTOR, AGING PROGRAM.....	Z	55.7	1388-1682	1	56.9	1470-1782	3197-3876

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		.....1981-82..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1982-83 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	44.6	818- 989	0	45.8	866-1047	1884-2277
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	53.2	1232-1491	1	54.4	1304-1580	2836-3437
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	55.7	1388-1682	1	56.9	1470-1782	3197-3876
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	55.1	1349-1634	1	56.3	1429-1731	3108-3765
4122	MANAGING DIRECTOR, WAR MEMORIAL.....	Z	54.9	1336-1618	0	56.1	1414-1714	3075-3728
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...	Z	62.1	1890-2297	1	63.3	2004-2435	4359-5296
4373	DEPUTY TAX ADMINISTRATOR.....	Z	56.8	1463-1773	1	58.0	1550-1881	3371-4091
4374	TAX ADMINISTRATOR.....	Z	57.9	1543-1871	1	59.1	1634-1985	3554-4317
4384	CHIEF ASSISTANT TREASURER.....	Z	56.8	1463-1773	1	58.0	1550-1881	3371-4091
4390	TREASURER.....	Z		2015-2015	1		2136-2136	
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	54.0	1279-1550	2	55.2	1355-1642	2947-3571
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	56.0	1407-1706	1	57.2	1491-1809	3243-3935
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	60.6	1756-2135	1	61.8	1862-2264	4050-4924
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	58.6	1596-1936	1	59.8	1690-2053	3676-4465
5144	GEN MGR, HETCH HETCHY PROJ-UTIL ENGR BUR	Z	61.7	1853-2252	0	62.9	1965-2388	4274-5194
5170	STREET CLEANING AND PLANTING SUPT.....	Z	55.0	1342-1626	1	56.2	1421-1723	3091-3748
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	51.6	1141-1381	1	52.8	1208-1463	2627-3182
5172	STREET REPAIR SUPERINTENDENT.....	Z	53.6	1255-1520	1	54.8	1329-1611	2891-3504
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	53.0	1220-1477	1	54.2	1291-1565	2808-3404
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	62.8	1955-2377	1	64.0	2074-2521	4511-5483
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	62.8	1955-2377	1	64.0	2074-2521	4511-5483
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		60.8	1773-2156	1	62.0	1881-2287	4091-4974
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		62.8	1955-2377	1	64.0	2074-2521	4511-5483
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	51.6	1141-1381	1	52.8	1208-1463	2627-3182
8347	EMERGENCY PLANNING COORDINATOR.....	Z	48.0	961-1163	2	49.2	1018-1232	2214-2680
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	57.1	1484-1800	1	58.3	1573-1909	3421-4152
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	57.1	1484-1800	1	58.3	1573-1909	3421-4152
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	61.0	1791-2178	1	62.2	1899-2309	4130-5022
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		57.1	1484-1800	1	58.3	1573-1909	3421-4152
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	62.5	1927-2342	1	63.7	2043-2483	4444-5401
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	62.5	1927-2342	1	63.7	2043-2483	4444-5401
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	62.5	1927-2342	1	63.7	2043-2483	4444-5401
9278	DIRECTOR OF AIRPORTS.....	Z	64.7	2145-2607	1	65.9	2274-2764	4946-6012
B.	****GROUP B****							
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	58.3	1573-1909	1	59.2	1642-1994	3571-4337
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	52.5	1191-1443	1	53.9	1273-1543	2769-3356
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	59.0	1626-1975	1	60.4	1740-2115	3785-4600

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1168	DIRECTOR OF HEALTH.....	Z	66.6	2354-2862	1	67.9	2507-3047	5453-6627
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	59.9	1698-2063	2	61.2	1809-2199	3935-4783
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	64.4	2115-2571	1	65.7	2252-2737	4898-5953
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	62.0	1881-2287	1	63.3	2004-2435	4359-5296
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	64.3	2104-2557	1	65.6	2242-2726	4876-5929
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	63.0	1975-2401	2	64.3	2104-2557	4576-5561
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	63.2	1994-2424	1	64.5	2124-2582	4620-5616
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	63.5	2023-2459	1	64.8	2156-2621	4689-5701
2895	PROGRAM CHIEF, CMHS.....		63.5	2023-2459	1	64.8	2156-2621	4689-5701
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		64.0	2074-2521	1	65.3	2209-2685	4805-5840
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	57.6	1520-1844	1	58.9	1618-1965	3519-4274
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	61.8	1862-2264	1	63.1	1985-2412	4317-5246
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	55.4	1368-1658	1	56.6	1450-1756	3154-3819
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	61.7	1853-2252	1	62.6	1936-2354	4211-5120
3294	RECREATION SUPERINTENDENT.....	Z	57.2	1491-1809	1	58.1	1558-1890	3389-4111
3350	PARKS SUPERINTENDENT.....	Z	57.2	1491-1809	1	58.1	1558-1890	3389-4111
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	45.5	854-1032	1	46.6	899-1088	1955-2366
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	56.1	1414-1714	1	57.2	1491-1809	3243-3935
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	59.8	1690-2053	1	60.9	1782-2166	3876-4711
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		55.7	1380-1682	1	56.8	1463-1773	3182-3856
3668	ASSISTANT CITY LIBRARIAN.....	Z	54.3	1298-1573	0	55.7	1378-1682	3019-3658
3670	CITY LIBRARIAN.....	Z	60.7	1765-2145	1	62.1	1890-2297	4111-4996
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	56.8	1463-1773	1	58.3	1573-1909	3421-4152
4150	DIRECTOR OF PROPERTY.....	Z	59.1	1634-1985	1	60.6	1756-2135	3819-4644
4182	CHIEF ASSISTANT ASSESSOR.....	Z	58.4	1580-1918	1	59.9	1698-2063	3693-4487
4290	ASSESSOR.....	Z		2369-2369	1		2547-2547	
5115	DEPUTY DIRECTOR OF PLANNING.....		59.7	1682-2043	1	61.0	1791-2178	3895-4737
5116	DIRECTOR OF PLANNING.....	Z	63.7	2043-2483	1	65.0	2178-2647	4737-5757
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	64.5	2124-2582	1	65.6	2242-2726	4876-5929
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z		2569-2569	1		2710-2710	
5190	DIRECTOR OF PUBLIC WORKS.....	Z	66.3	2319-2819	1	67.4	2449-2977	5327-6475
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		1986-1986	0		2115-2115	
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		1461-1461	0		1556-1556	
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		1726-1726	0		1838-1838	
8196	PUBLIC DEFENDER.....	Z		2372-2372	1		2491-2491	
8197	CITY ATTORNEY.....	Z		2537-2537	1		2664-2664	
8198	DISTRICT ATTORNEY.....	Z		2537-2537	1		2664-2664	

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
8348	UNDERSHERIFF.....	Z	56.2	1421-1723	1	57.5	1513-1835	3291-3991
8350	SHERIFF.....	Z		1895-1895	1		2018-2018	
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	52.8	1208-1463	1	54.1	1285-1558	2795-3389
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	59.2	1642-1994	1	60.5	1748-2124	3802-4620
8435	SP SUPERVISING ADULT PROBATION OFFICER..	Z	50.6	1088-1316	2	51.9	1158-1401	2519-3047
8436	CHIEF ADULT PROBATION OFFICER.....	Z	56.3	1429-1731	1	57.6	1520-1844	3306-4011

NUMBER OF CLASSES THIS BENCHMARK..... 115
NUMBER OF POSITIONS THIS BENCHMARK..... 110

1242 PERSONNEL ANALYST

1981-82 SALARY SCHEDULE 43.7 APPROX $1707 - $1875 - $2060 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	34	1707	1884	2060		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	15	2073	2287	2501	34,305	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
STATE OF CALIFORNIA	20	1724	1899	2073	37,980	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	12	1745	2125	2504	25,500	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	1791	1984	2177	5,952	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	1786	1974	2162	1,974	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	9	1668	1877	2085	16,893	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	11	1860	2093	2325	23,023	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	20	1743	1931	2118	38,620	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	3	1707	1882	2056	5,646	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF HAYWARD	4	1799	1993	2186	7,972	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF SAN JOSE	11	1935	2144	2352	23,584	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	5	1915	2075	2234	10,375	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	9	1755	1935	2115	17,415	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	12	1755	1935	2115	23,220	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 12	135		.....		272,459											

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*   WEIGHTED AVEPAGE OF THE MIDPOINTS AND MEDIAN        2018    *
*                          R A T E   R A N G E   1816 TO 2220   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
G 58.1	SPECIAL EXAMINER.....		91.05 DA		0		97.88 DA	
1201	PERSONNEL TECHNICAN TRAINEE.....		35.5	534- 644	0	37.0	572- 691	1244-1503
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		48.7	994-1203	3	50.2	1067-1291	2321-2809
1232	TRAINING OFFICER.....	Z	44.7	822- 994	7	46.2	882-1067	1918-2321
1233	AFFIRMATIVE ACTION SPECIALIST.....		43.7	785- 947	4	45.2	842-1018	1831-2214
1234	DIRECTOR OF TRAINING.....	Z	52.2	1174-1421	2	53.7	1261-1528	2743-3323
1235	AFFIRMATIVE ACTION COORDINATOR.....		54.4	1304-1580	1	55.9	1401-1698	3047-3693
1237	TRAINING COORDINATOR.....	Z		1093-1093	1		1175-1175	
1240	ASSISTANT PERSONNEL ANALYST.....	Z	39.2	634- 766	20	40.7	681- 822	1481-1788
* 1242	PERSONNEL ANALYST.....	Z	43.7	785- 947	34	45.2	842-1018	1831-2214
1244	SENIOR PERSONNEL ANALYST.....	Z	47.7	947-1147	24	49.2	1018-1232	2214-2680
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	51.2	1120-1355	10	52.7	1203-1457	2617-3169
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	54.4	1304-1580	2	55.9	1401-1698	3047-3693
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	49.9	1052-1273	12	51.4	1131-1368	2460-2975
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	54.4	1304-1580	4	55.9	1401-1698	3047-3693
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	54.4	1304-1580	3	55.9	1401-1698	3047-3693
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	54.4	1304-1580	1	55.9	1401-1698	3047-3693
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	56.4	1436-1740	2	57.9	1543-1871	3356-4069
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	54.4	1304-1580	0	55.9	1401-1698	3047-3693
1278	DIVISION MANAGER, PERSONNEL.....	Z	56.4	1436-1740	2	57.9	1543-1871	3356-4069
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	56.4	1436-1740	1	57.9	1543-1871	3356-4069
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	51.2	1120-1355	1	52.7	1203-1457	2617-3169
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	39.2	634- 766	0	40.7	681- 822	1481-1788
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	43.7	785- 947	0	45.2	842-1018	1831-2214
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	47.7	947-1147	0	49.2	1018-1232	2214-2680
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	51.2	1120-1355	0	52.7	1203-1457	2617-3169
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	50.5	1083-1310	0	52.0	1163-1407	2530-3060
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	39.2	634- 766	0	40.7	681- 822	1481-1788
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	43.7	785- 947	0	45.2	842-1018	1831-2214
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	47.7	947-1147	1	49.2	1018-1232	2214-2680
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	51.2	1120-1355	0	52.7	1203-1457	2617-3169
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	54.4	1304-1580	0	55.9	1401-1698	3047-3693
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	58.4	1580-1918	0	59.9	1698-2063	3693-4487

NUMBER OF CLASSES THIS BENCHMARK..... 33
NUMBER OF POSITIONS THIS BENCHMARK..... 135

1314 PUBLIC RELATIONS OFFICER

1981-82 SALARY SCHEDULE 47.0 APPROX $1992 - $2192 - $2412 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	1992	2202	2412		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	1	2073	2287	2501	2,287	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
CONTRA COSTA COUNTY	1	2177	2412	2646	2,412	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
SANTA CLARA COUNTY	1	2280	2527	2773	2,527	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
EAST BAY MUNI. UTIL. DIST.	2	2106	2281	2456	4,562	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	2091	2382	2672	2,382	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	3	2115	2333	2551	6,999	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	2	2115	2333	2551	4,666	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 7	11	.....			25,835											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2349

RATE RANGE 2114 TO 2584

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1312	PUBLIC INFORMATION OFFICER.....	Z	42.0	724- 874	1	43.4	773- 934	1681-2031
* 1314	PUBLIC RELATIONS REPRESENTATIVE	Z	47.0	916-1109	2	48.4	979-1185	2129-2577
1330	CONSUMER RELATIONS REP.....	Z	36.9	570- 688	1	38.3	608- 735	1322-1599
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	46.7	903-1093	1	48.1	966-1169	2101-2543
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	52.7	1203-1457	1	54.1	1285-1558	2795-3389
1857	DIRECTOR OF INFORMATION.....	Z	54.7	1323-1603	2	56.1	1414-1714	3075-3728
2819	ASSISTANT HEALTH EDUCATOR.....	Z	40.6	677- 818	6	42.0	724- 874	1575-1901
2822	HEALTH EDUCATOR.....	Z	43.6	781- 943	5	45.0	834-1008	1814-2192
2823	MENTAL HEALTH EDUCATOR.....	Z	43.6	781- 943	3	45.0	834-1008	1814-2192
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	47.6	943-1141	1	49.0	1008-1220	2192-2654
2825	SENIOR HEALTH EDUCATOR.....	Z	44.6	818- 989	1	46.0	874-1057	1901-2299
9373	MANAGER OF MARKETING.....	Z	56.3	1429-1731	0	57.7	1528-1853	3323-4030
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	47.0	916-1109	0	48.4	979-1185	2129-2577
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	47.3	929-1125	0	48.7	994-1203	2162-2617
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	49.8	1047-1267	1	51.2	1120-1355	2436-2947
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	51.5	1136-1375	0	52.9	1214-1470	2640-3197
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	45.0	834-1008	2	46.4	891-1078	1938-2345

NUMBER OF CLASSES THIS BENCHMARK..... 17
NUMBER OF POSITIONS THIS BENCHMARK..... 27

1444 CLERK STENOGRAPHER

1981-82 SALARY SCHEDULE 33.4 APPROX $1055 - $1155 - $1268 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	134	1055	1162	1268		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	1187	1034	1139	1243	1,351,993											
PRIVATE BAY AREA	2677	1145	1250	1354	3,346,250											
STATE OF CALIFORNIA	66	1044	1127	1210	74,382	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	220	1199	1254	1309	275,880	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	18	1073	1189	1304	21,402	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	13	1071	1177	1283	15,301	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	30	953	1073	1193	32,190	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	49	1112	1225	1337	60,025	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	14	1298	1353	1407	18,942	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF HAYWARD	1	1057	1161	1264	1,161	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	24	1282	1350	1418	32,400	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	16	1154	1278	1401	20,448	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	3	1290	1311	1422	3,933	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	2	1223	1356	1488	2,712	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	12	1282	1387	1491	16,644	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	12	942	1044	1146	12,528	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	4	1101	1195	1288	4,780	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	22	1082	1171	1259	25,762	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 17	4370	.....			5,316,733											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1217

RATE RANGE 1095 TO 1339

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
B152	COURT ROOM CLERK		43.2	766- 925	36	44.3	807- 975	1755-2121
B160	LAW CLERK		43.2	766- 925	17	44.3	807- 975	1755-2121
B164	SENIOR LAW CLERK		45.7	862-1042	11	46.8	908-1099	1975-2390
B222	GENERAL CLERK		32.2	458- 552	2	33.3	482- 580	1048-1262
B408	GENERAL CLERK-STENOGRAPHER		33.9	496- 596	2	35.0	521- 628	1133-1366
B412	SENIOR CLERK-STENOGRAPHER		36.9	570- 688	1	38.0	599- 724	1303-1575
B512	GENERAL CLERK-TYPIST		32.9	473- 570	5	34.0	498- 599	1083-1303
B516	SENIOR CLERK-TYPIST		36.4	557- 671	1	37.5	586- 707	1275-1538
1202	PERSONNEL CLERK		33.9	496- 596	41	35.0	521- 628	1133-1366
1203	PERSONNEL TECHNICIAN		37.1	575- 694	0	38.2	605- 731	1316-1590
1204	SENIOR PERSONNEL CLERK		35.4	531- 641	3	36.5	560- 674	1218-1466
1212	TIMEROLL AUDIT CLERK		34.9	519- 625	7	36.0	546- 658	1188-1431
1214	SENIOR TIMEROLL AUDIT CLERK		38.1	602- 728	1	39.2	634- 766	1379-1666
1216	PRINCIPAL TIMEROLL AUDIT CLERK		41.1	694- 838	1	42.2	731- 882	1590-1918
1217	SENIOR CERTIFICATION CLERK		39.6	647- 781	1	40.7	681- 822	1481-1788
1218	PAYROLL SUPERVISOR	Z	44.1	800- 966	3	45.2	842-1018	1831-2214
1220	PAYROLL CLERK		34.9	519- 625	103	36.0	546- 658	1188-1431
1222	SENIOR PAYROLL AND PERSONNEL CLERK		36.9	570- 688	38	38.0	599- 724	1303-1575
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		39.1	631- 762	15	40.2	664- 803	1444-1747
1226	CHIEF PAYROLL AND PERSONNEL CLERK		42.1	728- 878	2	43.2	766- 925	1666-2012
1227	TESTING TECHNICIAN		6.26* HR		1		6.60* HR	
1228	SENIOR TESTING TECHNICIAN		36.8	567- 684	1	37.9	596- 721	1296-1568
1310	PUBLIC RELATIONS ASSISTANT		34.2	503- 605	0	35.3	529- 638	1151-1388
1341	PUBLIC SERVICE ASSISTANT		33.7	491- 591	1	34.8	517- 622	1124-1353
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		35.3	529- 638	1	36.4	557- 671	1211-1459
1400	STUDENT AIDE, NYC		CONTRACT RATE		0		CONTRACT RATE	
1402	JUNIOR CLERK		27.7	374- 448	46	28.8	393- 471	855-1024
1403	ELECTIONS CLERK		36.2	552- 664	0	37.3	580- 701	1262-1525
1404	CLERK		31.7	448- 539	170	32.8	471- 567	1024-1233
1405	EQUALIZATION CLERK			548- 548	0		578- 578	
1406	SENIOR CLERK		34.2	503- 605	46	35.3	529- 638	1151-1388
1407	SENIOR EQUALIZATION CLERK			689- 689	0		727- 727	
1408	PRINCIPAL CLERK		38.4	611- 738	63	39.5	644- 777	1401-1690
1410	CHIEF CLERK	Z	41.9	721- 870	19	43.0	758- 916	1649-1992
1414	ELECTIONS SUPERVISOR		45.6	858-1037	1	46.7	903-1093	1964-2377
1422	JUNIOR CLERK TYPIST		29.0	396- 475	12	30.1	416- 500	905-1088
1424	CLERK TYPIST		32.5	465- 560	654	33.6	489- 589	1064-1281

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1425	EQUALIZATION CLERK-TYPIST		525- 525	0		554- 554	
1426	SENIOR CLERK TYPIST	34.5	510- 614	901	35.6	536- 647	1166-1407
1427	EQUALIZATION RECORDS CONTROL CLERK		602- 602	0		635- 635	
1428	WARD CLERK	34.9	519- 625	56	36.0	546- 658	1188-1431
1430	TRANSCRIBER TYPIST	33.2	480- 578	48	34.3	505- 608	1098-1322
1432	SENIOR TRANSCRIBER TYPIST	35.2	526- 634	10	36.3	554- 668	1205-1453
1436	BPAILLIST	33.5	487- 586	3	34.6	512- 617	1114-1342
1440	MEDICAL TRANSCRIBER TYPIST	35.7	539- 650	24	36.8	567- 684	1233-1488
1442	JUNIOR CLERK STENOGRAPHER	31.4	442- 531	5	32.5	465- 560	1011-1218
1443	STENOGRAPHIC AIDE, BOARD OF SUPERVISORS.		586- 586	11		618- 618	
* 1444	CLERK STENOGRAPHER	33.4	485- 583	134	34.5	510- 614	1109-1335
1445	EQUALIZATION CLERK-STENOGRAPHER		592- 592	0		625- 625	
1446	SENIOR CLERK STENOGRAPHER	36.5	560- 674	349	37.6	589- 710	1281-1544
1450	PRINCIPAL CLERK STENOGRAPHER	38.4	611- 738	38	39.5	644- 777	1401-1690
1452	STENOGRAPHIC SECRETARY	39.6	647- 781	21	40.7	681- 822	1481-1788
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.. Z	36.9	570- 688	1	38.0	599- 724	1303-1575
1458	LEGAL STENOGRAPHER	37.9	596- 721	47	39.0	628- 758	1366-1649
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..	35.9	544- 655	1	37.0	572- 691	1244-1503
1460	SENIOR LEGAL STENOGRAPHER	39.9	655- 792	14	41.0	691- 834	1503-1814
1461	PRINCIPAL LEGAL STENOGRAPHER Z	41.9	721- 870	1	43.0	758- 916	1649-1992
1464	MEDICAL CLERK STENOGRAPHER	38.9	625- 755	4	40.0	658- 796	1431-1731
1468	WATER SERVICES CLERK	35.2	526- 634	12	36.3	554- 668	1205-1453
1471	ELECTIONS WORKER	41.1	694- 838	1	42.2	731- 882	1590-1918
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.	43.6	781- 943	1	44.7	822- 994	1788-2162
1474	CLAIMS PROCESS CLERK	35.1	524- 631	6	36.2	552- 664	1201-1444
1475	ELECTIONS PLANNING SUPERVISOR	47.1	920-1114	1	48.2	970-1174	2110-2553
1476	SENIOR CLAIMS PROCESS CLERK	37.6	589- 710	9	38.7	620- 748	1349-1627
1478	SENIOR WATER SERVICES CLERK	37.2	578- 697	9	38.3	608- 735	1322-1599
1480	PRINCIPAL WATER SERVICES CLERK	38.4	611- 738	2	39.5	644- 777	1401-1690
1486	EDUCATIONAL CREDENTIALS TECHNICIAN	37.9	596- 721	3	39.0	628- 758	1366-1649
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA Z	35.8	541- 652	5	36.9	570- 688	1240-1496
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR	35.8	541- 652	1	36.9	570- 688	1240-1496
1490	MESSAGE CENTER SUPERVISOR	35.7	539- 650	1	36.8	567- 684	1233-1488
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS	46.2	882-1067	6	47.3	929-1125	2021-2447
1494	CLERK I	27.7	374- 448	0	28.8	393- 471	855-1024
1495	CLERK II	31.7	448- 539	0	32.8	471- 567	1024-1233
1496	CLERK III	34.2	503- 605	1	35.3	529- 638	1151-1388

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1497	SUPERVISING CLERK I.....	36.7	565- 681	0	37.8	594- 717	1292-1559
1498	SUPERVISING CLERK II.....	39.4	641- 773	0	40.5	674- 814	1466-1770
1499	SUPERVISING CLERK III.....	42.4	738- 891	0	43.5	777- 938	1690-2040
1502	CONFID SECY TO DIR, PARKING AUTHORITY...	38.8	622- 752	1	39.9	655- 792	1425-1723
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	45.6	858-1037	1	46.7	903-1093	1964-2377
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....	43.8	788- 952	1	44.9	830-1003	1805-2182
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...	44.0	796- 961	1	45.1	838-1013	1823-2203
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...	43.3	769- 929	1	44.4	810- 979	1762-2129
1523	CONFIDENTIAL SECRETARY TO THE C.A.O.... Z	44.2	803- 970	1	45.3	846-1022	1840-2223
1528	ADMINISTRATIVE SECRETARY.....	40.8	684- 826	11	41.9	721- 870	1568-1892
1546	SECRETARY, COMMISSION ON THE AGING..... Z	39.8	652- 788	1	40.9	688- 830	1496-1805
1574	EXECUTIVE SECRETARY TO THE CONTROLLER... Z	38.3	608- 735	1	39.4	641- 773	1394-1681
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	33.2	480- 578	15	34.3	505- 608	1098-1322
1626	JUNIOR ACCOUNT CLERK.....	29.7	409- 491	0	30.8	430- 517	935-1124
1630	ACCOUNT CLERK.....	33.2	480- 578	186	34.3	505- 608	1098-1322
1632	SENIOR ACCOUNT CLERK.....	36.2	552- 664	70	37.3	580- 701	1262-1525
1634	PRINCIPAL ACCOUNT CLERK.....	38.9	625- 755	11	40.0	658- 796	1431-1731
1635	HEALTH CARE BILLING CLERK I.....	35.1	524- 631	8	36.2	552- 664	1201-1444
1636	HEALTH CARE BILLING CLERK II.....	37.6	589- 710	28	38.7	620- 748	1349-1627
1637	PATIENT ACCOUNTS CLERK.....	38.6	617- 745	5	39.7	650- 785	1414-1707
1638	ACCOUNTING MACHINE OPERATOR.....	33.7	491- 591	1	34.8	517- 622	1124-1353
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....	38.2	605- 731	12	39.3	638- 769	1388-1673
1663	PATIENT ACCOUNTS SUPERVISOR.....	42.6	745- 899	5	43.7	785- 947	1707-2060
1664	PATIENT ACCOUNTS MANAGER..... Z	47.6	943-1141	2	48.7	994-1203	2162-2617
1670	CONSUMERS ACCOUNTS SUPERVISOR..... Z	40.8	684- 826	1	41.9	721- 870	1568-1892
1803	POLICE STATISTICAL CLERK.....	37.6	589- 710	1	38.7	620- 748	1349-1627
1810	ACTUARIAL CLERK.....	34.7	514- 620	0	35.8	541- 652	1177-1418
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS. Z	CONTRACT RATE		0		CONTRACT RATE	
1920	INVENTORY CLERK.....	33.9	496- 596	14	35.0	521- 628	1133-1366
1922	SENIOR INVENTORY CLERK.....	34.9	519- 625	1	36.0	546- 658	1188-1431
2110	MEDICAL RECORDS CLERK.....	35.0	521- 628	29	36.1	549- 661	1194-1438
2112	MEDICAL RECORDS TECHNICIAN.....	37.7	591- 714	10	38.8	622- 752	1353-1636
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...	41.2	697- 842	2	42.3	735- 887	1599-1929
2116	ASSISTANT DIRECTOR MEDICAL RECORDS..... Z	44.4	810- 979	2	45.5	854-1032	1857-2245
2118	DIRECTOR, MEDICAL RECORDS..... Z	51.4	1131-1368	1	52.5	1191-1443	2590-3139
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS	38.1	602- 728	1	39.2	634- 766	1379-1666
3650	MEDICAL RECORDS LIBRARIAN.....	39.3	638- 769	1	40.4	671- 810	1459-1762

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
4202	ASSESSMENT CLERK		33.2	480- 578	12	34.3	505- 608	1098-1322
4306	COLLECTIONS CLERK		33.0	475- 572	3	34.1	500- 602	1088-1309
4308	SENIOR COLLECTIONS CLERK		35.0	521- 628	1	36.1	549- 661	1194-1438
4310	COMMERCIAL DIV ASST SUPERVISOR	Z	39.0	628- 758	2	40.1	661- 800	1438-1740
4311	COMMERCIAL DIVISION SUPERVISOR	Z	44.8	826- 998	2	45.9	870-1052	1892-2288
4312	BOND AND COUPON SUPERVISOR		40.2	664- 803	1	41.3	701- 846	1525-1840
4320	CASHIER I		32.5	465- 560	13	33.6	439- 589	1064-1281
4321	CASHIER II		34.5	510- 614	3	35.6	536- 647	1166-1407
4322	CASHIER III		38.7	620- 748	10	39.8	652- 788	1418-1714
4324	PARKING METER COLLECTOR		34.0	498- 599	0	35.1	524- 631	1140-1372
4326	PARKING METER COLLECTION SUPERVISOR		36.5	560- 674	0	37.6	589- 710	1281-1544
4328	CHIEF, PARKING METER COLLECTIONS		40.9	688- 830	0	42.0	724- 874	1575-1901
4334	INVESTIGATOR, TAX COLLECTOR		43.3	769- 929	8	44.4	810- 979	1762-2129
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		45.3	846-1022	4	46.4	891-1078	1938-2345
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		38.0	599- 724	1	39.1	631- 762	1372-1657
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		47.3	929-1125	1	48.4	979-1185	2129-2577
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		48.8	998-1208	1	49.9	1052-1273	2288-2769
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		49.1	1013-1226	1	50.2	1067-1291	2321-2808
4366	COLLECTION SUPERVISOR		40.1	661- 800	1	41.2	697- 842	1516-1831
4370	ASSISTANT CASHIER, TAX COLLECTOR		36.5	560- 674	1	37.6	589- 710	1281-1544
4372	CASHIER, TAX COLLECTOR		42.2	731- 882	1	43.3	769- 929	1673-2021
5226	TRAFFIC SURVEY CODER-INTERVIEWER		4.17 HR		0		4.40 HR	
8102	PROCESS SERVER		30.5	424- 510	1	31.6	446- 536	970-1166
8106	LEGAL PROCESS CLERK		33.4	485- 583	30	34.5	510- 614	1109-1335
8108	SENIOR LEGAL PROCESS CLERK		35.4	531- 641	10	36.5	560- 674	1218-1466
8112	ASSISTANT COURT CLERK		39.2	634- 766	10	40.3	668- 807	1453-1755
8115	ASSISTANT SUPERVISING COURT CLERK		44.2	803- 970	6	45.3	846-1022	1840-2223
8116	LEGISLATIVE CALENDAR CLERK		35.4	531- 641	1	36.5	560- 674	1218-1466
8118	LEGISLATION CLERK		39.7	650- 785	1	40.8	684- 826	1488-1797
8120	SENIOR LEGISLATION CLERK	Z	49.2	1018-1232	1	50.3	1073-1298	2334-2823
8134	CONFIDENTIAL CRIME REPORTER		39.6	647- 781	1	40.7	681- 822	1481-1788
8136	SENIOR CONFIDENTIAL CRIME REPORTER		41.6	710- 858	1	42.7	748- 903	1627-1964
8138	COURT REPORTER		42.6	745- 899	2	43.7	785- 947	1707-2060
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		41.4	704- 850	1	42.5	742- 895	1614-1947
8170	MEDICAL CLAIMS SUPERVISOR	Z	46.4	891-1078	2	47.5	938-1136	2040-2471
8173	LEGAL ASSISTANT		43.5	777- 938	4	44.6	818- 989	1779-2151
9110	FARE COLLECTIONS RECEIVER		37.5	586- 707	28	38.6	617- 745	1342-1620

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
9112	FARE COLLECTIONS TELLER.....	40.0	658- 796	0	41.1	694- 838	1509-1823
9114	FARE COLLECTIONS CASHIER.....	41.0	691- 834	0	42.1	728- 878	1583-1910
9116	SENIOR FARE COLLECTIONS RECEIVER.....	40.0	658- 796	9	41.1	694- 838	1509-1823
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....	43.5	777- 938	2	44.6	818- 989	1779-2151
9118	TRANSIT REVENUE SUPERVISOR.....	46.2	882-1067	1	47.3	929-1125	2021-2447
9122	TRANSIT INFORMATION CLERK.....	37.0	572- 691	17	38.1	602- 728	1309-1583
9124	SENIOR TRANSIT INFORMATION CLERK.....	40.5	674- 814	5	41.6	710- 858	1544-1866
9125	CHIEF TRANSIT INFORMATION CLERK.....	43.2	766- 925	1	44.3	807- 975	1755-2121
9126	TRANSIT TRAFFIC CHECKER.....	39.5	644- 777	13	40.6	677- 818	1472-1779
9128	SENIOR TRANSIT TRAFFIC CHECKER.....	41.5	707- 854	1	42.6	745- 899	1620-1955
9131	STATION AGENT, MUNICIPAL RAILWAY.....	39.0	628- 758	40	40.1	661- 800	1438-1740
9132	SUPERVISING STATION AGENT, MUNI RAILWAY.	41.5	707- 854	7	42.6	745- 899	1620-1955
9355	WHARFINGER I.....	39.7	650- 785	7	40.8	684- 826	1488-1797
9356	WHARFINGER II.....	43.0	758- 916	1	44.1	800- 966	1740-2101
9357	CHIEF WHARFINGER..... Z	49.0	1008-1220	1	50.1	1062-1285	2310-2795
9910	PUBLIC SERVICE TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...	CONTRACT RATE		0		CONTRACT RATE	
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....	CONTRACT RATE		0		CONTRACT RATE	
9960	ASSISTANT TO PROFESSIONALS.....	CONTRACT RATE		0		CONTRACT RATE	
9998	STAFF AIDE, CETA.....	CONTRACT RATE		0		CONTRACT RATE	

NUMBER OF CLASSES THIS BENCHMARK..... 169
NUMBER OF POSITIONS THIS BENCHMARK..... 3734

1466 METER READER

1981-82 SALARY SCHEDULE 38.1 APPROX $1309 - $1438 - $1583 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	1309	1446	1583		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
CITY OF DALY CITY	3	1327	1471	1614	4,413										
CITY OF HAYWARD	2	1251	1375	1499	2,750	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF SAN JOSE	2	1211	1342	1472	2,684	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SANTA CLARA	9	1451	1610	1768	14,490	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
CITY OF SUNNYVALE	3	1456	1613	1769	4,839	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	24	1728	1728	1728	41,472	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
MARIN MUNI. UTIL. DIST.	6	1545	1664	1783	9,984										
TOTALS ... 7	25		.....		39,160										
FLAT RATE TOTALS	24		.....		41,472										
COMBINED TOTAL	49														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1566 *
* RATE RANGE 1409 TO 1723 *

WEIGHTED AVERAGE OF THE FLAT RATES 1728 TO 1728

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1565 TO 1725 *
* *
* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1466 METER READER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 1466	METER READER.....	38.1	602- 728	15	39.9	655- 792	1425-1723
7204	CHIEF WATER SERVICE INSPECTOR.....	53.1	1226-1484	1	54.9	1336-1618	2906-3519
7316	WATER SERVICE INSPECTOR.....	48.1	966-1169	25	49.9	1052-1273	2288-2769
7317	SENIOR WATER SERVICE INSPECTOR.....	51.1	1114-1349	5	52.9	1214-1470	2640-3197

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 46

1650 ACCOUNTANT

1981-82 SALARY SCHEDULE 38.2 APPROX $1316 - $1444 - $1590 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	150	1316	1448	1590		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	744	1403	1493	1583	1,110,792											
STATE OF CALIFORNIA	56	1327	1453	1578	81,368	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	18	1071	1232	1392	22,176	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	67	1327	1526	1725	102,242	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	6	1533	1602	1670	9,612	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	1459	1617	1774	4,851	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	1507	1658	1809	1,658	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	15	1349	1518	1687	22,770	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	1	1546	1707	1867	1,707	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	3	1553	1694	1834	5,082	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	2	1671	1851	2031	3,702	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF OAKLAND	14	1665	1754	1843	24,556	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	93.00	10-15-18-25
CITY OF SAN JOSE	4	1607	1780	1953	7,120	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	2	1723	1908	2093	3,816	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	5	1647	1783	1919	8,915	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	2	1461	1608	1755	3,216	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	0	1461	1608	1755	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 16	943	.....			1,413,583											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1499    *
*                    R A T E   R A N G E   1349  TO  1649       *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 1650	ACCOUNTANT	Z	38.2	605- 731	150	39.0	628- 758	1366-1649
1652	SENIOR ACCOUNTANT	Z	42.2	731- 882	88	43.0	758- 916	1649-1992
1654	PRINCIPAL ACCOUNTANT	Z	46.2	882-1067	60	47.0	916-1109	1992-2412
1655	SYSTEMS ACCOUNTANT	Z	47.2	925-1120	6	48.0	961-1163	2090-2530
1656	HEAD ACCOUNTANT	Z	50.2	1067-1291	35	51.0	1109-1342	2412-2919
1657	SENIOR SYSTEMS ACCOUNTANT	Z	51.2	1120-1355	3	52.0	1163-1407	2530-3060
1658	CHIEF ACCOUNTANT	Z	53.9	1273-1543	18	54.7	1323-1603	2878-3487
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	54.7	1323-1603	1	55.5	1375-1666	2991-3624
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	54.9	1336-1618	1	55.7	1388-1682	3019-3658
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		56.5	1443-1748	1	57.3	1499-1818	3260-3954
1678	FINANCIAL OPERATIONS DIRECTOR	Z		2545-2545	1		2647-2647	
1679	FINANCIAL REPORTS SPECIALIST	Z		1820-1820	1		1893-1893	
1802	RESEARCH ASSISTANT	Z	39.2	634- 766	6	40.0	658- 796	1431-1731
1804	STATISTICIAN	Z	42.7	748- 903	9	43.5	777- 938	1690-2040
1806	SENIOR STATISTICIAN	Z	46.2	882-1067	6	47.0	916-1109	1992-2412
1812	ASSISTANT RETIREMENT ANALYST	Z	41.0	691- 834	8	41.8	717- 866	1559-1884
1813	RETIREMENT ANALYST	Z	45.0	834-1008	4	45.8	866-1047	1884-2277
1814	ASSISTANT ACTUARY	Z	50.7	1093-1323	1	51.5	1136-1375	2471-2991
1816	ACTUARY	Z	57.4	1506-1827	1	58.2	1565-1899	3404-4130
1826	ASSOCIATE BUDGET ANALYST	Z	49.0	1008-1220	0	49.8	1047-1267	2277-2756
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	52.5	1191-1443	2	53.3	1237-1499	2690-3260
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR	Z	58.4	1580-1918	1	59.2	1642-1994	3571-4337
1832	BUSINESS MANAGER, CITY COLLEGE	Z	56.9	1470-1782	1	57.7	1528-1853	3323-4030
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z		1843-1843	1		1917-1917	
1866	DIRECTOR, WELFARE AUDITS	Z	52.5	1191-1443	1	53.3	1237-1499	2690-3260
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	46.4	891-1078	1	47.2	925-1120	2012-2436
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	54.4	1304-1580	1	55.2	1355-1642	2947-3571
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	47.2	925-1120	1	48.0	961-1163	2090-2530
4220	PERSONAL PROPERTY AUDITOR	Z	42.2	731- 882	25	43.0	758- 916	1649-1992
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	46.2	882-1067	14	47.0	916-1109	1992-2412
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	50.2	1067-1291	10	51.0	1109-1342	2412-2919
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	52.2	1174-1421	1	53.0	1220-1477	2654-3212
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	53.9	1273-1543	2	54.7	1323-1603	2878-3487
8336	BUSINESS MANAGER, JUVENILE COURT	Z	50.4	1078-1304	1	51.2	1120-1355	2436-2947
9220	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	45.7	862-1042	0	46.5	895-1083	1947-2356
9225	BUSINESS SERVICE OFFICER, PORT OF SF		41.7	714- 862	0	42.5	742- 895	1614-1947

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 452

1720 DATA ENTRY OPERATOR

1981-82 SALARY SCHEDULE 32.0 APPROX $985 - $1083 - $1188 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	84	985	1087	1188		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	3237	1001	1141	1281	3,693,417										
STATE OF CALIFORNIA	25	1062	1149	1235	28,725	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	137	853	981	1109	134,397	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	113	958	1102	1245	124,526	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	11	1049	1146	1243	12,606	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	11	1079	1196	1312	13,156	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	7	1006	1127	1227	7,889	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	18	953	1073	1193	19,314	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	61	1145	1259	1374	76,799	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	6	1288	1353	1407	8,118	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF CONCORD	2	1166	1291	1415	2,582	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00	10-15-20-20
CITY OF FREMONT	0	1134	1231	1327	0	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00- 85.00	12-15-21-21
CITY OF HAYWARD	3	948	1042	1135	3,126	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF OAKLAND	9	1201	1265	1328	11,385	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF SAN JOSE	4	1111	1230	1349	4,920	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SANTA CLARA	4	1164	1289	1414	5,156	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	1223	1324	1425	5,296	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	3	919	1019	1119	3,057	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	8	1101	1195	1288	9,560	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	27	1082	1171	1259	31,617	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 19	3690				4,195,646										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1137

RATE RANGE 1023 TO 1251

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1720 DATA ENTRY OPERATOR *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 1720	DATA ENTRY OPERATOR.....	32.0	453- 546	84	33.1	477- 575	1037-1251
1721	SENIOR DATA ENTRY OPERATOR.....	34.0	498- 599	13	35.1	524- 631	1140-1372
1724	SENIOR TABULATING MACHINE OPERATOR.....	38.2	605- 731	1	39.3	638- 769	1388-1673
1726	PRINCIPAL TABULATING MACHINE OPERATOR...	40.7	681- 822	1	41.8	717- 866	1559-1884
1727	SUPERVISING DATA ENTRY OPERATOR.....	36.0	546- 658	6	37.1	575- 694	1251-1509
1728	TABULATING DIVISION SUPERVISORS..... Z	46.8	908-1099	4	47.9	956-1158	2079-2519
1807	MANAGEMENT INFORMATION TECH II..... Z	35.1	524- 631	0	36.2	552- 664	1201-1444
1808	MANAGEMENT INFORMATION SYSTEMS TECH I... Z	33.1	477- 575	0	34.2	503- 605	1094-1316
1833	TAPE LIBRARIAN, EDP.....	32.0	453- 546	3	33.1	477- 575	1037-1251
1834	SENIOR TAPE LIBRARIAN.....	34.0	498- 599	0	35.1	524- 631	1140-1372
1853	CONTROL CLERK, EDP.....	34.0	498- 599	34	35.1	524- 631	1140-1372
1855	SENIOR CONTROL CLERK, EDP.....	36.0	546- 658	15	37.1	575- 694	1251-1509
1856	ASST CONTROL SUPERVISOR, EDP.....	37.8	594- 717	5	38.9	625- 755	1359-1642
1858	CONTROL SUPERVISOR, EDP.....	40.3	668- 807	10	41.4	704- 850	1531-1849

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 176

1736 COMPUTER OPERATOR II

1981-82 SALARY SCHEDULE 36.6 APPROX $1222 - $1342 - $1472 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	29	1222	1348	1473		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	1164	1240	1389	1537	1,616,796											
STATE OF CALIFORNIA	5	1215	1326	1437	6,630	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	54	1194	1374	1553	74,196	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	64	1327	1526	1725	97,664	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	1	1334	1460	1585	1,460	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	10	1349	1494	1639	14,940	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	3	1311	1443	1575	4,329	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	5	1210	1362	1513	6,810	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	9	1271	1402	1532	12,618	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	1469	1532	1595	3,064	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	1	1429	1584	1738	1,584	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF HAYWARD	1	1163	1279	1394	1,279	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	1	1387	1460	1533	1,460	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	4	1349	1494	1639	5,976	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	1	1451	1610	1768	1,610	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	1	1650	1904	2157	1,904	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	5	1456	1574	1693	7,870	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1203	1332	1461	1,332	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	6	1259	1378	1496	8,268	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	33	1259	1378	1496	45,474	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 19	1371	.....			1,915,264											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1397        *
*                        R A T E   R A N G E   1257  TO  1537       *
*                                                                   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

1736 COMPUTER OPERATOR II

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1731	COMPUTER OPERATOR TRAINEE.....		476- 476	0		495- 495	
1734	COMPUTER OPERATOR I.....	34.3	505- 608	4	35.1	524- 631	1140-1372
* 1736	COMPUTER OPERATOR II.....	36.6*	562- 677	29	37.4*	583- 704	1268-1531
1737	SENIOR COMPUTER OPERATOR.....	38.9*	625- 755	6	39.7*	650- 785	1414-1707
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR.... Z	42.4*	738- 891	3	43.2*	766- 925	1666-2012
1739	COMPUTER OPERATIONS SUPERVISOR II..... Z	47.4	934-1131	6	48.2	970-1174	2110-2553
1741	COMPUTER OPERATIONS SUPERVISOR I..... Z	43.9*	792- 956	0	44.7*	822- 994	1788-2162
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...	35.7	539- 650	0	36.5	560- 674	1218-1466
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV Z	49.4	1027-1243	0	50.2	1067-1291	2321-2808
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR.. Z	47.4	934-1131	1	48.2	970-1174	2110-2553
1868	TELEPROCESSING TECHNICIAN.....	39.9	655- 792	3	40.7	681- 822	1481-1788

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 52

1760 OFFSET MACHINE OPERATOR

1981-82 SALARY SCHEDULE 33.8 APPROX $1074 - $1177 - $1292 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	19	1074	1183	1292		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55		10-15-20-20
PRIVATE BAY AREA	361	1092	1300	1508	469,300											
STATE OF CALIFORNIA	11	1110	1204	1298	13,244	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
U.S. GOVERNMENT	9	853	981	1109	8,829	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	5	1474	1474	1474	7,370	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	6	1113	1233	1353	7,398	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	1253	1379	1505	1,379	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	5	1094	1231	1368	6,155	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	6	1242	1369	1496	8,214	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	2	1322	1379	1436	2,758	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF DALY CITY	1	1370	1519	1668	1,519											
CITY OF FREMONT	2	1224	1331	1437	2,662	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00- 85.00		12-15-21-21
CITY OF HAYWARD	1	1169	1282	1394	1,282	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	6	1295	1365	1434	8,190	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF SAN JOSE	4	1183	1310	1436	5,240	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SANTA CLARA	1	1313	1458	1603	1,458	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	0	1282	1387	1491	0	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1455	1574	1693	3,148	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	6	966	1070	1173	6,420	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1023	1105	1187	2,210	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	4	1023	1105	1187	4,420	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 19	430		.....		553,826											
FLAT RATE TOTALS	5		.....		7,370											
COMBINED TOTAL	435															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1288 *
* RATE RANGE 1159 TO 1417 *

WEIGHTED AVERAGE OF THE FLAT RATES 1474 TO 1474

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1163 TO 1418 *
* *
* *

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1760 OFFSET MACHINE OPERATOR *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
1740	BLUEPRINTING MACHINE OPERATOR.....	32.1	455- 549	1	34.1	500- 602	1088-1309
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	33.8	494- 594	1	35.8	541- 652	1177-1418
1750	MICROPHOTO TECHNICIAN.....	32.8	471- 567	4	34.8	517- 622	1124-1353
1752	SENIOR MICROPHOTO TECHNICIAN.....	36.3	554- 668	1	38.3	608- 735	1322-1599
* 1760	OFFSET MACHINE OPERATOR.....	33.8	494- 594	19	35.8	541- 652	1177-1418
1762	SENIOR OFFSET MACHINE OPERATOR.....	37.1	575- 694	5	39.1	631- 762	1372-1657
1763	REPRODUCTION SUPERVISOR I.....	38.1	602- 728	0	40.1	661- 800	1438-1740
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	38.1	602- 728	4	40.1	661- 800	1438-1740
1772	PHOTO-LITHOGRAPHER.....	37.1	575- 694	1	39.1	631- 762	1372-1657
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	41.1	694- 838	1	43.1	762- 920	1657-2001

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 37

1770 PHOTOGRAPHER

1981-82 SALARY SCHEDULE 39.4 APPROX $1394 - $1531 - $1681 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	1394	1538	1681		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	100	1426	1718	2009	171,800										
STATE OF CALIFORNIA	1	1437	1581	1724	1,581	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	4	1071	1232	1392	4,928	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	6	1194	1374	1553	8,244	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	14	1327	1526	1725	21,364	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
SANTA CLARA COUNTY	3	1427	1575	1723	4,725	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	0	1303	1433	1563	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF SAN JOSE	1	1614	1788	1962	1,788	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SANTA CLARA	1	1526	1690	1854	1,690	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	1	1262	1398	1533	1,398	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	1402	1541	1679	3,082	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	5	1602	1764	1926	8,820	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 9		138	.....		229,420										

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*                                                                   *
*   WEIGHTED AVEPAGE OF THE MIDPOINTS AND MEDIAN        1662        *
*                          P A T E   R A N G E    1496  TO  1828    *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1770 PHOTOGRAPHER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
* 1770	PHOTOGRAPHER.....	39.4	641- 773	1	41.1	694- 838	1509-1823
1774	HEAD PHOTOGRAPHER.....	40.4	671- 810	1	42.1	728- 878	1583-1910
3534	MUSEUM PHOTOGRAPHER.....	40.4	671- 810	1	42.1	728- 878	1583-1910

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 3

1840 JUNIOR MANAGEMENT ASSISTANT

1981-82 SALARY SCHEDULE 39.1 APPROX $1372 - $1509 - $1657 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	15	1372	1515	1657		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55		10-15-20-20
STATE OF CALIFORNIA	20	1437	1581	1724	31,620	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
ALAMEDA COUNTY	6	1477	1550	1622	9,300	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	0	1438	1593	1747	0	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	0	1386	1531	1676	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	6	1421	1599	1777	9,594	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	5	1238	1372	1505	6,860	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	9	1553	1694	1834	15,246	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	0	1713	1998	2282	0	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF SAN JOSE	3	1553	1721	1889	5,163	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SUNNYVALE	2	1774	1965	2156	3,930	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
U.C.MEDICAL CENTER S.F.	3	1461	1608	1755	4,824	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	9	1461	1608	1755	14,472	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 12	63		.....		101,009											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1603  *
*                          R A T E   R A N G E   1443 TO 1763 *
*                                                             *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	49.8	1047-1267	1	51.1	1114-1349	2423-2934
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	54.0	1279-1550	1	55.3	1362-1650	2962-3589
1115	CHIEF INVESTMENT OFFICER.....	Z	60.6	1756-2135	1	61.9	1871-2274	4069-4946
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	52.0	1163-1407	1	53.3	1237-1499	2690-3260
1118	COMMERCIAL DIVISION MANAGER.....	Z	54.8	1329-1611	1	56.1	1414-1714	3075-3728
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z		897- 897	1		955- 955	
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	43.9	792- 956	1	45.2	842-1018	1831-2214
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	44.5	814- 984	1	45.8	866-1047	1884-2277
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	47.8	952-1152	1	49.1	1013-1226	2203-2667
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z		1201-1201	1		1279-1279	
1540	SECRETARY, FIRE COMMISSION.....	Z	50.9	1104-1336	1	52.2	1174-1421	2553-3091
1544	SECRETARY, LIBRARY COMMISSION.....	Z	48.3	975-1180	1	49.6	1037-1255	2255-2730
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	43.8	788- 952	1	45.1	838-1013	1823-2203
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	48.8	998-1208	1	50.1	1062-1285	2310-2795
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	55.8	1394-1690	1	57.1	1484-1800	3228-3915
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	49.0	1008-1220	1	50.3	1073-1298	2334-2823
1601	ASSISTANT GENERAL MANAGER, FINANCE, PUC.	Z	61.6	1844-2242	0	62.9	1965-2388	4274-5194
1609	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z		1179-1179	3		1256-1256	
1815	MANAGEMENT AIDE.....			1090-1090	1		1161-1161	
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	38.6	617- 745	1	39.9	655- 792	1425-1723
1822	ADMINISTRATIVE ANALYST.....	Z	46.1	878-1062	6	47.4	934-1131	2031-2460
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	49.1	1013-1226	14	50.4	1078-1304	2345-2836
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	52.3	1180-1429	9	53.6	1255-1520	2730-3306
1825	MANAGEMENT ANALYST.....	Z	50.3	1073-1298	1	51.6	1141-1381	2482-3004
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	46.3	887-1073	1	47.6	943-1141	2051-2482
1829	OPERATIONS ANALYST.....	Z	43.3	769- 929	13	44.6	818- 989	1779-2151
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		828- 828	11		882- 882	
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		43.9	792- 956	0	45.2	842-1018	1831-2214
* 1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	39.1	631- 762	15	40.4	671- 810	1459-1762
1842	MANAGEMENT ASSISTANT.....	Z	43.1	762- 920	44	44.4	810- 979	1762-2129
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	46.6	899-1088	50	47.9	956-1158	2079-2519
1845	EXECUTIVE REPRESENTATIVE.....		49.4	1027-1243	0	50.7	1094-1323	2377-2873
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	49.3	1022-1237	1	50.6	1088-1316	2364-2862
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	47.2	925-1120	1	48.5	984-1191	2140-2590
1848	MAYOR'S PROGRAM CONSULTANT.....	Z		900- 900	4		959- 959	
1849	MAYOR'S PROGRAM MANAGER.....	Z		1350-1350	4		1438-1438	
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	44.8	826- 998	1	46.1	878-1062	1910-2310

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		1516-1516	1		1615-1615	
2119	HEALTH CARE ANALYST.....	Z	46.6	899-1088	2	47.9	956-1158	2079-2519
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	47.1	920-1114	1	48.4	979-1185	2129-2577
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	52.3	1180-1429	1	53.6	1255-1520	2730-3306
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	46.2	882-1067	0	47.5	938-1136	2040-2471
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	48.0	961-1163	6	49.3	1022-1237	2223-2690
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	55.9	1401-1698	12	57.2	1491-1809	3243-3935
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	60.1	1714-2084	4	61.4	1827-2221	3974-4831
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	52.8	1208-1463	4	54.1	1285-1558	2795-3389
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	57.3	1499-1818	12	58.6	1596-1936	3471-4211
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	54.9	1336-1618	1	56.2	1421-1723	3091-3748
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		48.9	1003-1214	0	50.2	1067-1291	2321-2803
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	46.4	891-1078	1	47.7	947-1147	2060-2495
3148	MUNICIPAL STADIUMS MANAGER.....	Z	47.5	938-1136	1	48.8	998-1208	2171-2627
3400	FARMERS MARKET MANAGER.....		40.7	681- 822	1	42.0	724- 874	1575-1901
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	48.1	966-1169	1	49.4	1027-1243	2234-2704
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	47.0	916-1109	1	48.3	975-1180	2121-2567
4331	SECURITY ANALYST.....	Z	52.3	1180-1429	1	53.6	1255-1520	2730-3306
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	54.3	1298-1573	2	55.6	1381-1674	3004-3641
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	57.0	1477-1791	1	58.3	1573-1909	3421-4152
5111	DEPUTY FOR DEVELOPMENT.....	Z		2234-2234	0		2379-2379	
5163	WATER DEPT ASST GENERAL MANAGER, ADMIN..	Z	58.2	1565-1899	0	59.5	1666-2023	3624-4400
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z		2163-2163	1		2304-2304	
5126	ASST DIRECTOR OF DEV. ADMINISTRATIVE....	Z	56.6	1450-1756	0	57.9	1543-1871	3356-4069
5192	ASSIGNMENT TO DIRECTOR OF PUBLIC WORKS..		60.1	1714-2084	1	61.4	1827-2221	3974-4831
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	46.8	908-1099	1	48.1	966-1169	2101-2543
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	48.5	984-1191	1	49.8	1047-1267	2277-2756
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	48.1	966-1169	1	49.4	1027-1243	2234-2704
9383	DEPUTY PORT DIRECTOR	Z	61.2	1809-2199	1	62.5	1927-2342	4191-5094
9384	CHIEF, BUR OF ADMIN FINANCE, PORT.....		61.2	1809-2199	1	62.5	1927-2342	4191-5094
9387	PORT TRAFFIC MANAGER.....	Z	49.8	1047-1267	1	51.1	1114-1349	2423-2934
9388	CHIEF, BUREAU OF MARITIME ACTIVITIES....		61.2	1809-2199	1	62.5	1927-2342	4191-5094
9389	PORT TRAFFIC ANALYST.....	Z	43.1	762- 920	0	44.4	810- 979	1762-2129
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	52.3	1180-1429	1	53.6	1255-1520	2730-3306
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z		493- 493	0		493- 493	
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z		567- 567	0		567- 567	
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z		645- 645	0		645- 645	

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
9736	STAFF ASSISTANT II, SPECIAL PROJECT..... Z		741- 741	0		741- 741	
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		850- 850	0		850- 850	
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		980- 980	0		980- 980	
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		1130-1130	1		1130-1130	
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1303-1303	0		1303-1303	
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1500-1500	0		1500-1500	
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1649-1649	0		1649-1649	
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		1816-1816	0		1816-1816	
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		1996-1996	2		1996-1996	
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		2196-2196	1		2196-2196	
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		2304-2304	0		2304-2304	
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		2421-2421	0		2421-2421	
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		462- 462	0		492- 492	
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		505- 505	0		538- 538	

NUMBER OF CLASSES THIS BENCHMARK..... 88
NUMBER OF POSITIONS THIS BENCHMARK..... 263

1872 PROGRAMMER ANALYST

1981-82 SALARY SCHEDULE 44.3 APPROX $1755 - $1929 - $2121 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	40	1755	1938	2121		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	24	1724	1899	2073	45,576	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
CONTRA COSTA COUNTY	1	1675	1856	2036	1,856	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1620	1784	1948	3,568	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	2	1415	1498	1581	2,996	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	10	1764	1947	2130	19,470	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF CONCORD	1	1663	1842	2021	1,842	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF OAKLAND	0	1579	1752	1924	0	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF SAN JOSE	7	1935	2144	2352	15,008	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	1868	2025	2181	4,050	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	3	1650	1827	2003	5,481	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	19	1972	2175	2378	41,325	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	47	1972	2175	2378	102,225	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 12	118	.....			243,397											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2063

RATE RANGE 1857 TO 2269

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1861	SYSTEMS-PROCEDURES ANALYST, SPEC PROJ... Z	45.4	850-1027	1	46.8	908-1099	1975-2390
1862	SYSTEMS AND PROCEDURES ANAYLST..... Z	45.4	850-1027	7	46.8	908-1099	1975-2390
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ Z	48.4	979-1185	2	49.8	1047-1267	2277-2756
1864	SR SYSTEMS AND PROCEDURES ANALYST..... Z	48.4	979-1185	19	49.8	1047-1267	2277-2756
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ.. Z	51.4	1131-1368	0	52.8	1208-1463	2627-3182
1866	SYSTEMS AND PROCEDURES SUPERVISOR..... Z	51.4	1131-1368	16	52.8	1208-1463	2627-3182
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN	44.3	807- 975	1	45.7	862-1042	1875-2266
1870	PROGRAMMER ANALYST TRAINEE..... Z	42.3	735- 887	3	43.7	785- 947	1707-2060
* 1872	PROGRAMMER ANALYST..... Z	44.3	807- 975	48	45.7	862-1042	1875-2266
1873	SOFTWARE ANALYST..... Z	50.3	1073-1298	5	51.7	1147-1388	2495-3019
1874	SENIOR PROGRAMMER ANALYST..... Z	47.3	929-1125	20	48.7	994-1203	2162-2617
1875	SENIOR SOFTWARE ANALYST..... Z	52.3	1180-1429	4	53.7	1261-1528	2743-3323
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV Z	50.3	1073-1298	12	51.7	1147-1388	2495-3019
1877	SUPERVISING SOFTWARE ANALYST..... Z	54.8	1329-1611	5	56.2	1421-1723	3091-3748
1879	PROJECT MANAGER, SPECIAL PROJECT..... Z	57.6	1520-1844	0	59.0	1626-1975	3537-4296
1880	CHIEF OF SYSTEMS..... Z	57.6	1520-1844	6	59.0	1626-1975	3537-4296
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC Z		1995-1995	1		2135-2135	
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....	45.9	870-1052	1	47.3	929-1125	2021-2447

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 151

1934 STOREKEEPER

1981-82 SALARY SCHEDULE 36.6 APPROX $1222 - $1342 - $1472 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	38	1222	1348	1473		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	29	1193	1309	1425	37,961	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	9	1405	1557	1708	14,013	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	1	1210	1362	1513	1,362	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	15	1214	1338	1461	20,070	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	12-16-22-22
CITY OF HAYWARD	2	1399	1514	1629	3,028	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	18	1425	1501	1576	27,018	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	7	1349	1494	1639	10,458	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SANTA CLARA	2	1381	1532	1683	3,064	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	1	1514	1678	1842	1,678	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	4	1697	1697	1697	6,788	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	11	1697	1697	1697	18,667	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	7	1366	1398	1429	9,786	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	17	1373	1506	1639	25,602	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	18	1345	1474	1602	26,532	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 13	126	.....			180,572											
FLAT RATE TOTALS	15	.....			25,455											
COMBINED TOTAL	141															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1433 *
* RATE RANGE 1290 TO 1576 *

WEIGHTED AVERAGE OF THE FLAT RATES 1697 TO 1697

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1333 TO 1589 *
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* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 1934 STOREKEEPER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
1914	FILM SERVICE TECHNICIAN.....	34.6	512- 617	3	36.1	549- 661	1194-1438
1915	SENIOR FILM SERVICE TECHNICIAN.....	35.6	536- 647	0	37.1	575- 694	1251-1509
1924	MATERIALS AND SUPPLIES SUPERVISOR.....	35.9	544- 655	4	37.4	583- 704	1268-1531
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	38.6	617- 745	4	40.1	661- 800	1438-1740
1932	ASSISTANT STOREKEEPER.....	34.6	512- 617	24	36.1	549- 661	1194-1438
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...	37.2	578- 697	14	38.7	620- 748	1349-1627
* 1934	STOREKEEPER.....	36.6	562- 677	38	38.1	602- 728	1309-1583
1936	SENIOR STOREKEEPER.....	39.1	631- 762	14	40.6	677- 818	1472-1779
1938	STORES AND EQUIPMENT ASST SUPERVISOR....	42.1	728- 878	2	43.6	781- 943	1699-2051
1939	SCHOOL WAREHOUSE SUPERVISOR..... Z	39.6	647- 781	2	41.1	694- 838	1509-1823
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	45.6	858-1037	1	47.1	920-1114	2001-2423
1948	CODING SUPERVISOR, PURCHASING DEPT.....	43.1	762- 920	1	44.6	818- 989	1779-2151
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	39.7	650- 785	5	41.2	697- 842	1516-1831
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....	34.4	508- 611	5	35.9	544- 655	1183-1425
7550	SCHOOL FURNITURE SERVICE WORKER.....	36.2	552- 664	14	37.7	591- 714	1285-1553

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 131

1952 PURCHASER

1981-82 SALARY SCHEDULE 42.8 APPROX $1636 - $1797 - $1975 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	1636	1806	1975		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1889	2084	2278	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
ALAMEDA COUNTY	6	1812	1992	2171	11,952	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	3	1759	1949	2138	5,847	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	2	1546	1701	1855	3,402	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	2	1614	1816	2018	3,632	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	9	1929	2131	2333	19,179	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	0	1587	1731	1874	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF OAKLAND	4	2035	2141	2246	8,564	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF SANTA CLARA	1	1896	2101	2305	2,101	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00		10-15-20-20
CITY OF SUNNYVALE	1	1823	2020	2216	2,020	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
EAST BAY MUNI. UTIL. DIST.	2	1915	2075	2234	4,150	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	5	1461	1618	1775	8,090	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	1	1926	2124	2322	2,124	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C.MEDICAL CENTER S.F.	4	1602	1764	1926	7,056	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	1	1602	1764	1926	1,764	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	3	1926	2124	2322	6,372	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
A.C. TRANSIT	1	1878	1975	2072	1,975	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65- 78.65		10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	1838	2030	2221	2,030	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00		15-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	2323	2566	2809	2,566	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00		15-15-20-30
TOTALS ... 16	47			.....	92,824											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1975 *

* RATE RANGE 1778 TO 2173 *

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* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

****
* 1952 PURCHASER *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
1928	SCHOOL SUPPLIES ANALYST.....	Z	42.8	752- 908	2	44.8	826- 998	1797-2171
1950	ASSISTANT PURCHASER.....	Z	36.3	554- 668	1	38.3	608- 735	1322-1599
* 1952	PURCHASER.....	Z	42.8	752- 908	10	44.8	826- 998	1797-2171
1954	PURCHASER, PRINTING.....	Z	42.8	752- 908	2	44.8	826- 998	1797-2171
1956	SENIOR PURCHASER.....	Z	46.8	908-1099	6	48.8	998-1208	2171-2627
1958	SUPERVISING PURCHASER.....	Z	49.4	1027-1243	1	51.4	1131-1368	2460-2975

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 22

2230 PHYSICIAN SPECIALIST

1981-82 SALARY SCHEDULE 59.7 APPROX $3658 - $4030 - $4444 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	135	3658	4051	4444		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	8	4312	4717	5122	37,736	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	28	3307	3742	4176	104,776	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	192	3890	4033	4176	774,336	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
CONTRA COSTA COUNTY	50	3729	4244	4759	212,200	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	2	3638	3638	3638	7,276	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	17	3252	3659	4065	62,203	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	2	3451	3824	4196	7,648	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
SANTA CLARA COUNTY	22	3711	4113	4514	90,486	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	14	3908	4320	4732	60,480	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	17	4300	4753	5205	80,801	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	6	4300	4753	5205	28,518	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	8	3908	4320	4732	34,560	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *															
LOS ANGELES COUNTY	574	3983	4595	5206	2,637,530	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-106.51	10-15-20-20

TOTALS ... 9	938	.....	4,131,274
FLAT RATE TOTALS	2	.....	7,276
COMBINED TOTAL	940		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 4404 *
* RATE RANGE 3964 TO 4844 *

WEIGHTED AVERAGE OF THE FLAT RATES 3638 TO 3638

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 3963 TO 4841 *
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* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2230 PHYSICIAN SPECIALIST

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
2210	DENTIST	Z	58.2	1565-1899	9	59.9	1698-2063	3693-4487
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	60.6	1756-2135	1	62.3	1909-2319	4152-5044
2220	PHYSICIAN	Z	58.7*	1603-1946	24	60.4*	1740-2115	3785-4600
2222	SENIOR PHYSICIAN	Z	59.7	1682-2043	1	61.4	1827-2221	3974-4831
* 2230	PHYSICIAN SPECIALIST	Z	59.7*	1682-2043	135	61.4*	1827-2221	3974-4831
2232	SENIOR PHYSICIAN SPECIALIST	Z	60.7*	1765-2145	26	62.4*	1918-2332	4172-5072
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	62.2	1899-2309	4	63.9	2063-2507	4487-5453
2234	DISTRICT HEALTH OFFICER	Z	62.2	1899-2309	2	63.9	2063-2507	4487-5453
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH	Z	62.2	1899-2309	2	63.9	2063-2507	4487-5453
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	57.1	1484-1800	1	58.8	1611-1955	3504-4252
2240	RADIOLOGIST	Z	61.1	1800-2188	1	62.8	1955-2377	4252-5170
2250	DIRECTOR OF CLINICAL SERVICES	Z	62.2*	1899-2309	9	63.9*	2063-2507	4487-5453
2273	INTERNE	Z	CONTRACT RATE		56		CONTRACT RATE	
2275	ASSISTANT RESIDENT I	Z	CONTRACT RATE		52		CONTRACT RATE	
2277	ASSISTANT RESIDENT II	Z	CONTRACT RATE		40		CONTRACT RATE	
2279	ASSISTANT RESIDENT III	Z	CONTRACT RATE		19		CONTRACT RATE	
2281	ASSISTANT RESIDENT IV	Z	CONTRACT RATE		12		CONTRACT RATE	
2283	CHIEF RESIDENT	Z	CONTRACT RATE		15		CONTRACT RATE	
2450	TOXICOLOGIST	Z	58.0	1550-1881	1	59.7	1682-2043	3658-4444

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 410

2312 LICENSED VOCATIONAL NURSE

1981-82 SALARY SCHEDULE 35.5 APPROX $1161 - $1275 - $1401 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	135	1161	1281	1401		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	1401	1289	1350	1410	1,891,350											
STATE OF CALIFORNIA	68	1148	1250	1352	85,000	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	226	1359	1428	1497	322,728	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	154	1183	1311	1438	201,894	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	53	1250	1364	1477	72,292	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	126	1301	1435	1568	180,810	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	0	1314	1385	1455	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	57	1345	1437	1529	81,909	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 8	2085				2,835,983											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN      1360    *
*                        R A T E   R A N G E   1224 TO 1496   *
*                                                             *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
I120	SENIOR ORDERLY	35.1	524- 631	4	36.5	560- 674	1218-1466
2120	INSTITUTIONAL ADMITTING OFFICER	42.9	755- 912	1	44.3	807- 975	1755-2121
2130	EMERGENCY HOSPITAL SERV ASST SUPT Z	49.7	1042-1261	0	51.1	1114-1349	2423-2934
2132	EMERGENCY HOSPITAL SERV SUPT Z	51.9	1158-1401	0	53.3	1237-1499	2690-3260
2301	ORDERLY TRAINEE		465- 465	0		498- 498	
2302	ORDERLY	34.1	500- 602	579	35.5	534- 644	1161-1401
2304	PSYCHIATRIC ORDERLY	34.8	517- 622	1	36.2	552- 664	1201-1444
2305	PSYCHIATRIC TECHNICIAN	35.8	541- 652	72	37.2	578- 697	1257-1516
2306	SENIOR PSYCHIATRIC ORDERLY	36.8	567- 684	2	38.2	605- 731	1316-1590
2310	OPERATING ROOM TECHNICIAN	35.8	541- 652	14	37.2	578- 697	1257-1516
* 2312	LICENSED VOCATIONAL NURSE	35.5	534- 644	135	36.9	570- 688	1240-1496
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH	35.1	524- 631	47	36.5	560- 674	1218-1466
2392	SR CENTRAL PROCESSING AND DISTR TECH	40.5	674- 814	5	41.9	721- 870	1568-1892
2402	LABORATORY HELPER	30.8	430- 517	8	32.2	458- 552	996-1201
2406	PHARMACY HELPER	34.8	517- 622	4	36.2	552- 664	1201-1444
2408	SENIOR PHARMACY HELPER	36.8	567- 684	1	38.2	605- 731	1316-1590
2409	PHARMACY TECHNICIAN	37.8	594- 717	14	39.2	634- 766	1379-1666
2416	BACTERIOLOGICAL LABORATORY ASSISTANT	32.3	460- 554	6	33.7	491- 591	1068-1285
2420	HISTOLOGY TECHNICIAN	39.1	631- 762	1	40.5	674- 814	1466-1770
2440	VETERINARY LABORATORY TECHNOLOGIST	41.9	721- 870	1	43.3	769- 929	1673-2021
2502	STERILIZER OPERATOR	34.1	500- 602	0	35.5	534- 644	1161-1401
2514	ORTHOPEDIC TECHNICIAN I	35.8	541- 652	2	37.2	578- 697	1257-1516
2515	ORTHOPEDIC TECHNICIAN II	36.8	567- 684	1	38.2	605- 731	1316-1590
2520	MORGUE ATTENDANT	34.3	505- 608	3	35.7	539- 650	1172-1414
2522	SENIOR MORGUE ATTENDANT	35.8	541- 652	4	37.2	578- 697	1257-1516
2526	AMBULANCE DRIVER	44.7	822- 994	34	46.1	878-1062	1910-2310
2528	MEDICAL STEWARD	44.7*	822- 994	41	46.1*	878-1062	1910-2310
2530	SENIOR MEDICAL STEWARD	46.2	882-1067	9	47.6	943-1141	2051-2482
2585	HEALTH WORKER I	28.1	381- 455	37	29.5	406- 437	883-1059
2586	HEALTH WORKER II	30.6	426- 512	55	32.0	453- 546	985-1188
2587	HEALTH WORKER III	34.1	500- 602	52	35.5	534- 644	1161-1401
2588	HEALTH WORKER IV	37.8	594- 717	18	39.2	634- 766	1379-1666
2589	HEALTH PROGRAM COORDINATOR I Z	40.8	684- 826	5	42.2	731- 882	1590-1918
2591	HEALTH PROGRAM COORDINATOR II Z	43.8	788- 952	6	45.2	842-1018	1831-2214
2593	HEALTH PROGRAM COORDINATOR III Z	47.3	929-1125	19	48.7	994-1203	2162-2617
7303	BARBER	36.1	549- 661	2	37.5	586- 707	1275-1538
7304	BEAUTICIAN	36.1	549- 661	2	37.5	586- 707	1275-1538

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....		401- 401	2		429- 429	
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...		401- 401	2		429- 429	

NUMBER OF CLASSES THIS BENCHMARK..... 39
NUMBER OF POSITIONS THIS BENCHMARK..... 1189

2426 RADIOLOGIC TECHNOLOGIST II

1981-82 SALARY SCHEDULE 39.9 APPROX $1425 - $1568 - $1723 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	24	1425	1574	1723		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	472	1482	1638	1794	773,136											
STATE OF CALIFORNIA	2	1379	1513	1646	3,026	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	47	1194	1374	1553	64,578	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	17	1327	1526	1725	25,942	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	26	1698	1869	2039	48,594	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	1	1402	1553	1704	1,553	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	8	1609	1783	1956	14,264	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	2	1255	1412	1569	2,824	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	17	1517	1675	1832	28,475	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	25	1602	1764	1926	44,100	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	1	1715	1891	2066	1,891	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 9	618	.....			1,008,383											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1632    *
*                          R A T E   R A N G E   1469  TO  1795 *
*                                                               *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2426 RADIOLOGIC TECHNOLOGIST II *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
2202	DENTAL AIDE.....	35.6	536- 647	12	36.4	557- 671	1211-1459
2204	DENTAL HYGIENIST.....	39.1	631- 762	1	39.9	655- 792	1425-1723
2423	RADIOLOGIC TECHNOLOGIST INTERN.....	CONTRACT RATE		6	CONTRACT RATE		
2424	X-RAY LABORATORY AIDE.....	34.6	512- 617	20	35.4	531- 641	1155-1394
2425	RADIOLOGIC TECHNOLOGIST I.....	39.1	631- 762	15	39.9	655- 792	1425-1723
* 2426	RADIOLOGIC TECHNOLOGIST II.....	39.9	655- 792	24	40.7	681- 822	1481-1788
2427	RADIOLOGIC TECHNOLOGIST III.....	41.1	694- 838	5	41.9	721- 870	1568-1892
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...	42.4	738- 891	7	43.2	766- 925	1666-2012
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..	43.9	792- 956	3	44.7	822- 994	1788-2162
2430	MEDICAL EXAMINATIONS ASSISTANT.....	35.6	536- 647	0	36.4	557- 671	1211-1459
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....	45.4	850-1027	1	46.2	882-1067	1918-2321
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	37.1	575- 694	5	37.9	596- 721	1296-1568
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....	39.1	631- 762	1	39.9	655- 792	1425-1723
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	38.6	617- 745	3	39.4	641- 773	1394-1681
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....	39.6	647- 781	0	40.4	671- 810	1459-1762

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 103

2444 CLINICAL LABORATORY TECHNOLOGIST

1981-82 SALARY SCHEDULE 45.1 APPROX $1823 - $2001 - $2203 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	1823	2013	2203		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	889	2008	2107	2205	1,873,123											
STATE OF CALIFORNIA	3	1724	1852	1979	5,556	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	34	1933	2116	2298	71,944	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	18	1629	1805	1980	32,490	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	13	1605	1806	2006	23,478	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	36	1692	1874	2056	67,464	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	167	1882	2075	2267	346,525	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	7	1882	2075	2267	14,525	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 8	1167		.....		2,435,105											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2087      *
*                          R A T E   R A N G E   1878 TO 2296     *
*                                                                 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
* 2444	CLINICAL LABORATORY TECHNOLOGIST..... Z	45.1	838-1013	5	45.9	870-1052	1892-2288
2446	SR CLINICAL LABORATORY TECHNOLOGIST..... Z	48.1	966-1169	1	48.9	1003-1214	2182-2640
2462	MICROBIOLOGIST..... Z	45.1	838-1013	8	45.9	870-1052	1892-2288
2464	SENIOR MICROBIOLOGIST..... Z	48.1	966-1169	6	48.9	1003-1214	2182-2640
2465	VIROLOGIST..... Z	51.1	1114-1349	1	51.9	1158-1401	2519-3047
2466	CHIEF MICROBIOLOGIST..... Z	52.1	1169-1414	1	52.9	1214-1470	2640-3197
2468	WATER QUALITY BIOLOGIST.....	48.1	966-1169	0	48.9	1003-1214	2182-2640
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES.... Z	55.3	1362-1650	1	56.1	1414-1714	3075-3728

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 23

2450 PHARMACIST

1981-82 SALARY SCHEDULE 48.7 APPROX $2162 - $2377 - $2617 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	28	2162	2390	2617		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	274	2460	2557	2654	700,618											
STATE OF CALIFORNIA	3	2278	2390	2501	7,170	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	54	1964	2259	2553	121,986	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	14	2077	2294	2511	32,116	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	7	2184	2296	2408	16,072	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	6	1948	2192	2436	13,152	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	22	2311	2554	2796	56,188	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	17	2492	2681	2870	45,577	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	2	2218	2385	2551	4,770	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 9	399	.....			997,649											

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*  WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2500         *
*                        R A T E   R A N G E    2250  TO  2750      *
*                                                                   *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2450 PHARMACIST

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
* 2450	PHARMACIST..... Z	48.7	994-1203	28	49.7	1042-1261	2266-2743
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP.... Z	50.7	1093-1323	1	51.7	1147-1388	2495-3019
2452	SENIOR PHARMACIST, SF GEN HOSPITAL..... Z	52.7	1203-1457	1	53.7	1261-1528	2743-3323
2454	CLINICAL PHARMACIST.....	51.7	1147-1388	6	52.7	1203-1457	2617-3169

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 36

2486 PUBLIC HEALTH CHEMIST

1981-82 SALARY SCHEDULE 43.2 APPROX $1666 - $1831 - $2012 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	5	1666	1839	2012		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	15	1724	1899	2073	28,485	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	1	1958	2160	2362	2,160	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	1	1751	1970	2188	1,970	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
EAST BAY MUNI. UTIL. DIST.	8	2015	2183	2351	17,464	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
TOTALS ... 4	25	.....			50,079											

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*                                                               *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2003    *
*                          R A T E   R A N G E    1803  TO  2203 *
*                                                               *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2486 PUBLIC HEALTH CHEMIST *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		44.2	803- 970	2	46.1	878-1062	1910-2310
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		37.3	580- 701	2	39.2	634- 766	1379-1666
2456	ASSISTANT TOXICOLOGIST.....	Z	46.7	903-1093	1	48.6	989-1197	2151-2603
2471	WATER QUALITY CHEMIST.....	Z	44.2	803- 970	26	46.1	878-1062	1910-2310
2472	SENIOR WATER CHEMIST.....	Z	48.4	979-1185	1	50.3	1073-1298	2334-2823
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	48.7	994-1203	6	50.6	1088-1316	2366-2862
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	40.7	681- 822	1	42.6	745- 899	1620-1955
* 2486	PUBLIC HEALTH CHEMIST.....	Z	43.2	766- 925	5	45.1	838-1013	1823-2203
2488	SENIOR PUBLIC HEALTH CHEMIST.....	Z	45.7	862-1042	1	47.6	943-1141	2051-2482
2490	CHIEF PUBLIC HEALTH CHEMIST.....	Z	50.2	1067-1291	1	52.1	1169-1414	2543-3075
6106	SANITARY ENGINEERING TECHNICIAN.....		41.7	714- 862	17	43.6	781- 943	1699-2051

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 63

2556 PHYSICAL THERAPIST

1981-82 SALARY SCHEDULE 42.3 APPROX $1599 - $1755 - $1929 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	1599	1764	1929		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	257	1804	1936	2068	497,552											
STATE OF CALIFORNIA	0	1501	1653	1804	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	14	1623	1867	2110	26,138	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	8	1629	1794	1958	14,352	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	14	1655	1834	2012	25,676	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	2	1656	1825	1993	3,650	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	3	1454	1636	1818	4,908	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	4	1460	1643	1825	6,572	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	7	1707	1884	2061	13,188	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	12	1715	1891	2066	22,692	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 9	321		.....		614,728											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1915

RATE RANGE 1724 TO 2107

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2556 PHYSICAL THERAPIST *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
2504	INHALATION THERAPIST.....		37.5	586- 707	0	39.3	638- 769	1388-1673
2538	AUDIOMETRIST.....	Z	44.1	800- 966	3	45.9	870-1052	1892-2288
2542	SPEECH PATHOLOGIST.....	Z	45.6	858-1037	3	47.4	934-1131	2031-2460
2546	HANDICRAFT INSTRUCTOR.....		37.0	572- 691	1	38.8	622- 752	1353-1636
2548	OCCUPATIONAL THERAPIST.....	Z	42.6	745- 899	18	44.4	810- 979	1762-2129
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	45.8	866-1047	5	47.6	943-1141	2051-2482
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	40.3	668- 807	4	42.1	728- 878	1583-1910
2554	PHYSICAL THERAPY AIDE.....		36.9	570- 688	4	38.7	620- 748	1349-1627
* 2556	PHYSICAL THERAPIST.....	Z	42.3	735- 887	12	44.1	800- 966	1740-2101
2558	SENIOR PHYSICAL THERAPIST.....	Z	45.8	866-1047	3	47.6	943-1141	2051-2482
2561	OPTOMETRIST.....		50.9	1104-1336	1	52.7	1203-1457	2617-3169

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 54

2574 CLINICAL PSYCHOLOGIST

1981-82 SALARY SCHEDULE 47.6 APPROX $2051 - $2255 - $2482 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	27	2051	2267	2482		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	2	2278	2513	2748	5,026	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
U.S. GOVERNMENT	2	2354	2707	3060	5,414	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	20	2366	2481	2595	49,620	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	11	2174	2412	2649	26,532	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	1	2128	2349	2569	2,349	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	9	2212	2489	2765	22,401	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	23	2311	2554	2796	58,742	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	1	2093	2269	2444	2,269	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
U.C.MEDICAL CENTER S.F.	5	2322	2563	2803	12,815	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	1	2322	2563	2803	2,563	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 10	75	.....			187,731											

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*                                                             *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2503  *
*                        R A T E   R A N G E   2253 TO 2753   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2574 CLINICAL PSYCHOLOGIST *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 2574	CLINICAL PSYCHOLOGIST.....	Z	47.6	943-1141	27	49.7	1042-1261	2266-2743
2575	RESEARCH PSYCHOLOGIST.....	Z	49.1	1013-1226	2	51.2	1120-1355	2436-2947
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	49.1	1013-1226	3	51.2	1120-1355	2436-2947
2578	CHIEF CLINICAL PSYCHOLOGIST.....	Z	52.8	1208-1463	0	54.9	1336-1618	2906-3519
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	46.6	899-1088	0	48.7	994-1203	2162-2617
2818	HEALTH PROGRAM PLANNER.....	Z	44.2	803- 970	4	46.3	887-1073	1929-2334
2820	SENIOR HEALTH PROGRAM PLANNER.....		47.2	925-1120	1	49.3	1022-1237	2223-2690

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 37

2604 FOOD SERVICE WORKER

1981-82 SALARY SCHEDULE 32.3 APPROX $1001 - $1098 - $1205 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	151	1001	1103	1205		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	77	960	1035	1110	79,695	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	99	1256	1361	1465	134,739	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	98	1057	1128	1198	110,544	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	16	998	1057	1116	16,912	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	37	1214	1338	1461	49,506	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	104	1187	1238	1288	128,752	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	96	905	974	1043	93,504	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 7	527	.....			613,652											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1164        *
*                    R A T E   R A N G E    1048  TO  1280           *
*                                                                   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
* 2604	FOOD SERVICE WORKER.....	32.3	460- 554	151	33.5	487- 586	1059-1275
2606	SENIOR FOOD SERVICE WORKER.....	33.3	482- 580	28	34.5	510- 614	1109-1335
2608	SUPPLY ROOM ATTENDENT.....	33.9	496- 596	1	35.1	524- 631	1140-1372
2615	SCHOOL LUNCHROOM HELPER.....	32.3	460- 554	664	33.5	487- 586	1059-1275
2618	FOOD SERVICE SUPERVISOR.....	36.1	549- 661	4	37.3	580- 701	1262-1525
2619	SENIOR FOOD SERVICE SUPERVISOR.....	38.1	602- 728	1	39.3	638- 769	1388-1673
2630	SCHOOL LUNCHROOM COOK.....	34.3	505- 608	30	35.5	534- 644	1161-1401
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....	35.3*	529- 638	36	36.5*	560- 674	1218-1466
2634	COOK-MANAGER, SECONDARY SCHOOL.....	38.2	605- 731	30	39.4	641- 773	1394-1681
2650	ASSISTANT COOK.....	35.3	529- 638	9	36.5	560- 674	1218-1466
2652	BAKER.....	39.8	652- 788	1	41.0	691- 834	1503-1814
2654	COOK.....	38.3	608- 735	27	39.5	644- 777	1401-1690
2656	CHEF.....	42.8	752- 908	12	44.0	796- 961	1731-2090
2660	ADMINISTRATIVE CHEF..... Z	48.7	994-1203	2	49.9	1052-1273	2288-2769
2661	FOOD SERVICE ADMINISTRATOR..... Z	48.0	961-1163	1	49.2	1018-1232	2214-2680
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.	33.8	494- 594	94	35.0	521- 628	1133-1366
2674	CHILDREN'S CENTER HOUSEPARENT.....	35.3	529- 638	18	36.5	560- 674	1218-1466
7350	MEAT CUTTER.....	40.8	684- 826	1	42.0	724- 874	1575-1901
7351	HEAD MEAT CUTTER.....	42.8	752- 908	1	44.0	796- 961	1731-2090

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 1111

2624 DIETITIAN

1981-82 SALARY SCHEDULE 41.2 APPROX $1516 - $1666 - $1831 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	11	1516	1674	1831		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1437	1581	1724	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	16	1623	1867	2110	29,872	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	1642	1723	1804	8,615	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	1470	1628	1786	4,884	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	2	1382	1555	1727	3,110	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	7	1707	1884	2061	13,188	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	11	1715	1891	2066	20,801	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	2	1566	1724	1882	3,448	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 8	46	.....			83,918											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1824

RATE RANGE 1642 TO 2006

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2624 DIETITIAN

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 2624	DIETITIAN	Z	41.2	697- 842	11	43.1	762- 920	1657-2001
2626	CHIEF DIETITIAN	Z	43.7	785- 947	2	45.6	858-1037	1866-2255
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	44.7	822- 994	5	46.6	899-1088	1955-2366
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	47.7	947-1147	1	49.6	1037-1255	2255-2730
2638	DIRECTOR OF FOOD SERVICES, SFUSD	Z	51.9	1158-1401	1	53.8	1267-1535	2756-3339
2846	NUTRITIONIST	Z	42.2	731- 882	4	44.1	800- 966	1740-2101

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 24

2708 CUSTODIAN

1981-82 SALARY SCHEDULE 34.1 APPROX $1088 - $1194 - $1309 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	329	1088	1199	1309		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	10045	1011	1271	1531	12,767,195											
STATE OF CALIFORNIA	307	979	1055	1130	323,885	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
U.S. GOVERNMENT	150	1185	1284	1382	192,600	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	303	1256	1361	1465	412,383	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	100	1088	1190	1292	119,000	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	48	1158	1218	1277	58,464	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	12	1071	1148	1225	13,776	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	82	1014	1141	1267	93,562	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	178	1038	1143	1247	203,454	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	6	1265	1306	1346	7,836	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	6	1223	1355	1487	8,130	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF DALY CITY	8	1283	1423	1562	11,384											
CITY OF OAKLAND	49	1218	1284	1349	62,916	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF SAN JOSE	72	1127	1248	1368	89,856	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	7	1223	1307	1391	9,149	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SANTA CLARA	3	1234	1370	1506	4,110	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00		10-15-20-20
EAST BAY MUNI. UTIL. DIST.	11	1494	1494	1494	16,434	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51		10-15-20-20
OAKLAND CITY SCHOOL DIST.	108	1036	1092	1147	117,936	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	0	1122	1220	1317	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	38	1082	1171	1259	44,498	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 19	11522		.....		14,540,134											
FLAT RATE TOTALS	11		.....		16,434											
COMBINED TOTAL	11533															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1262 *

* RATE RANGE 1136 TO 1388 *

WEIGHTED AVERAGE OF THE FLAT RATES 1494 TO 1494

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1136 TO 1388 *

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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
C101	DRESSING ROOM ATTENDANT.....	4.49 HR		0		4.76 HR	
2706	HOUSEKEEPER.....	31.3	440- 529	3	32.5	465- 560	1011-1218
* 2708	CUSTODIAN.....	34.1	500- 602	329	35.3	529- 638	1151-1388
2709	SCHOOL CUSTODIAN.....	34.1	500- 602	542	35.3	529- 638	1151-1388
2716	CUSTODIAL ASSISTANT SUPERVISOR.....	36.1	549- 661	29	37.3	580- 701	1262-1525
2718	CUSTODIAL SUPERVISOR I.....	38.1	602- 728	19	39.3	638- 769	1388-1673
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	40.1	661- 800	3	41.3	701- 846	1525-1840
2720	JANITORIAL SERVICES SUPERVISOR.....	42.1	728- 878	3	43.3	769- 929	1673-2021
2726	SCHOOL CUSTODIAN ASSISTANT SUPERVISOR...	36.1	549- 661	20	37.3	580- 701	1262-1525
2727	SCHOOL CUSTODIAN SUPERVISOR I.....	38.1	602- 728	17	39.3	638- 769	1388-1673
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..	40.4	671- 810	12	41.6	710- 858	1544-1866
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.	42.9	755- 912	1	44.1	800- 966	1740-2101
2736	PORTER.....	34.1	500- 602	219	35.3	529- 638	1151-1388
2738	PORTER ASSISTANT SUPERVISOR.....	36.1	549- 661	7	37.3	580- 701	1262-1525
2740	PORTER SUPERVISOR I.....	38.1	602- 728	12	39.3	638- 769	1388-1673
2742	GENERAL SERVICES SUPERVISOR.....	39.2	634- 766	1	40.4	671- 810	1459-1762
2785	ASSISTANT GENERAL SERVICES MANAGER.....	44.1	800- 966	3	45.3	846-1022	1840-2223
2786	GENERAL SERVICES MANAGER.....	48.7	994-1203	3	49.9	1052-1273	2288-2769
7392	WINDOW CLEANER.....	40.5	674- 814	1	41.7	714- 862	1553-1875
7450	SHADE AND DRAPERY WORKER.....	38.5	614- 742	6	39.7	650- 785	1414-1707
7451	SENIOR SHADE AND DRAPERY WORKER.....	40.5	674- 814	1	41.7	714- 862	1553-1875
7452	SHADE WORKER.....	37.9	596- 721	0	39.1	631- 762	1372-1657
7520	INCINERATOR OPERATOR.....	31.4	442- 531	0	32.6	467- 562	1016-1222
7524	INSTITUTION UTILITY WORKER.....	34.3	505- 608	4	35.5	534- 644	1161-1401
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...	43.4	773- 934	1	44.6	818- 989	1779-2151

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 1236

2760 LAUNDRY WORKER

1981-82 SALARY SCHEDULE 31.5 APPROX $966 - $1059 - $1161 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	52	966	1064	1161		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	29	960	1035	1110	30,015	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	13	1185	1284	1382	16,692	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	24	1015	1110	1204	26,640	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	23	1038	1143	1247	26,289	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
U.C.MEDICAL CENTER S.F.	9	1187	1238	1288	11,142	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C.MEDICAL CENTER S.F.	26	1234	1290	1345	33,540	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 5	124	.....			144,318											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1164      *
*                          R A T E   R A N G E   1048  TO  1280   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

2760 LAUNDRY WORKER

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
* 2760	LAUNDRY WORKER.....	31.5	444- 534	52	33.5	487- 586	1059-1275
2770	SENIOR LAUNDRY WORKER.....	32.5	465- 560	16	34.5	510- 614	1109-1335
2772	SEWING TECHNICIAN.....	31.0	434- 521	8	33.0	475- 572	1033-1244
2774	SENIOR SEWING TECHNICIAN.....	34.0	498- 599	2	36.0	546- 658	1188-1431
2780	LAUNDRY WORKER SUPERVISOR.....	36.0	546- 658	3	38.0	599- 724	1303-1575
2782	LAUNDRY SUPERINTENDENT.....	41.7	714- 862	3	43.7	785- 947	1707-2060

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 84

2903 ELIGIBILITY WORKER

1981-82 SALARY SCHEDULE 34.6 APPROX $1114 - $1222 - $1342 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	304	1114	1228	1342		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	629	1235	1351	1466	849,779	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	142	1187	1315	1442	186,730	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	51	1148	1266	1384	64,566	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	68	1122	1262	1402	85,816	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	336	1242	1369	1496	459,984	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	1226	.....			1,646,875											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1343        *
*                          R A T E   R A N G E    1209  TO  1477      *
*                                                                     *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 2903 ELIGIBILITY WORKER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
1487	FINANCIAL AIDS ASSISTANT.....	36.5	560- 674	8	38.5	614- 742	1335-1614
* 2903	ELIGIBILITY WORKER.....	34.6*	512- 617	304	36.6*	562- 677	1222-1472
2905	SENIOR ELIGIBILITY WORKER.....	36.6	562- 677	226	38.6	617- 745	1342-1620
2907	ELIGIBILITY WORKER SUPERVISOR.....	39.4*	641- 773	79	41.4*	704- 850	1531-1849
2908	HOSPITAL ELIGIBILITY WORKER.....	37.4	583- 704	25	39.4	641- 773	1394-1681
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....	43.1	762- 920	5	45.1	838-1013	1823-2203
2911	ELIGIBILITY APPEALS SPECIALIST..... Z	39.4	641- 773	11	41.4	704- 850	1531-1849
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR.... Z	44.1	800- 966	12	46.1	878-1062	1910-2310

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 670

2910 SOCIAL WORKER

1981-82 SALARY SCHEDULE 39.1 APPROX $1372 - $1509 - $1657 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	100	1372	1515	1657		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	82	1465	1605	1745	131,610	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	2	1374	1523	1671	3,046	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	68	1551	1718	1885	116,824	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	1	1310	1447	1583	1,447	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	10	1418	1502	1586	15,020	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	32	1498	1685	1872	53,920	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	32	1427	1575	1723	50,400	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	227		.....		372,267											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1640

RATE RANGE 1476 TO 1804

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 2910 SOCIAL WORKER

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
2566	REHABILITATION COUNSELOR.....	Z	42.4	738- 891	6	44.1	800- 966	1740-2101
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	43.5	777- 938	0	45.2	842-1018	1831-2214
2904	SOCIAL SERVICE TECHNICIAN.....		34.4	508- 611	6	36.1	549- 661	1194-1438
2906	SOCIAL WORKER TRAINEE.....	Z		606- 606	0		658- 658	
* 2910	SOCIAL WORKER.....	Z	39.1	631- 762	108	40.8	684- 826	1488-1797
2912	SENIOR SOCIAL WORKER.....	Z	40.6	677- 818	74	42.3	735- 887	1599-1929
2914	SOCIAL WORK SUPERVISOR.....	Z	43.6	781- 943	26	45.3	846-1022	1840-2223
2920	MEDICAL SOCIAL WORKER.....	Z	44.1	800- 966	16	45.8	866-1047	1884-2277
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	46.1	878-1062	6	47.8	952-1152	2071-2506
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	47.3	929-1125	3	49.0	1008-1220	2192-2654
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	49.3	1022-1237	1	51.0	1109-1342	2412-2919
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	44.1	800- 966	46	45.8	866-1047	1884-2277
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	46.1	878-1062	17	47.8	952-1152	2071-2506
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	49.1	1013-1226	0	50.8	1099-1329	2390-2891
2940	CHILD WELFARE WORKER.....	Z	44.1	800- 966	65	45.8	866-1047	1884-2277
2942	SENIOR CHILD WELFARE WORKER.....	Z	46.1	878-1062	31	47.8	952-1152	2071-2506
2944	CHILD WELFARE SUPERVISOR.....	Z	47.6	943-1141	23	49.3	1022-1237	2223-2690
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	48.6	989-1197	13	50.3	1073-1298	2334-2823
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	50.1	1062-1285	9	51.8	1152-1394	2506-3032
2951	COMMUNITY SERVICES COORDINATOR.....	Z	49.6	1037-1255	1	51.3	1125-1362	2447-2962
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	41.1	694- 838	2	42.8	752- 908	1636-1975
2958	DIR, VOCATIONAL DEVELOPMT AND TRAINING..	Z	48.6	989-1197	1	50.3	1073-1298	2334-2823
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	51.6	1141-1381	8	53.3	1237-1499	2690-3260
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	53.8	1267-1535	1	55.5	1375-1666	2991-3624
2987	COMMUNITY REP, OFFICE OF THE AGING.....		3.52 HR		0		3.82 HR	
2994	HOMEMAKER.....		31.3	440- 529	21	33.0	475- 572	1033-1244
9971	COMMUNITY WORKER.....		31.3	440- 529	3	33.0	475- 572	1033-1244

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 487

2996 REPRESENTATIVE, HUMAN RIGHTS COMM

1981-82 SALARY SCHEDULE 45.4 APPROX $1849 - $2031 - $2234 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E						B E N E F I T S		.....	
CITY & COUNTY SAN FRANCISCO	5	1849	2042	2234		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	22	2073	2287	2501	50,314	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
ALAMEDA COUNTY	1	1901	2096	2291	2,096	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
* * * BAY AREA DATA INSUFFICIENT * * *															
LOS ANGELES COUNTY	3	1948	2188	2427	6,564	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-106.51	10-15-20-20
LOS ANGELES COUNTY	5	1794	2015	2235	10,075	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-106.51	10-15-20-20
ORANGE COUNTY	4	1350	1580	1810	6,320	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-158.88	10-15-20-20
TOTALS ... 4	35	.....			75,369										

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2153        *
*                        R A T E   R A N G E    1938  TO  2368      *
*                                                                   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2996 REPRESENTATIVE, HUMAN RIGHTS COMMISSION *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
2975	CITIZEN'S COMPLAINT OFFICER..... Z	40.6	677- 818	1	41.8	717- 866	1559-1884
2977	EDUCATION INTEGRATION SPECIALIST..... Z	45.4	850-1027	3	46.6	899-1088	1955-2366
2978	CONTRACT COMPLIANCE OFFICER II.....	53.7	1261-1528	1	54.9	1336-1618	2906-3519
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..	37.1	575- 694	0	38.3	608- 735	1322-1599
2991	COORDINATOR, HUMAN RIGHTS COMMISSION.... Z	49.4	1027-1243	2	50.6	1088-1316	2366-2862
2992	CONTRACT COMPLIANCE OFFICER I..... Z	46.4	891-1078	0	47.6	943-1141	2051-2482
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM Z	40.6	677- 818	0	41.8	717- 866	1559-1884
* 2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION. Z	45.4	850-1027	5	46.6	899-1088	1955-2366
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...	34.1	500- 602	0	35.3	529- 638	1151-1388
9720	SPECIALIST IN AGING I..... Z	39.2	634- 766	4	40.4	671- 810	1459-1762
9722	SPECIALIST IN AGING II..... Z	42.7	748- 903	1	43.9	792- 956	1723-2079
9724	SPECIALIST IN AGING III..... Z	45.2	842-1018	1	46.4	891-1078	1938-2345

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 18

3284 RECREATION DIRECTOR

1981-82 SALARY SCHEDULE 39.4 APPROX $1394 - $1531 - $1681 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	71	1394	1538	1681		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF BERKELEY	0	1389	1524	1659	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF FREMONT	2	1464	1617	1770	3,234	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF OAKLAND	13	1540	1623	1705	21,099	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	3	1556	1696	1835	5,088	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
CITY OF LOS ANGELES	63	1357	1521	1684	95,823	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
CITY OF SAN DIEGO	3	1266	1396	1525	4,188	40.0	9	YES	NO	13	NO	YES	11.9%	$ 32.00-	32.00	10-15-15-20
TOTALS ... 6	84	.....			129,432											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1541 *
* RATE RANGE 1387 TO 1695 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
I 53.1	VENDOR HELPER		3.72 HR		0		3.74 HR	
R 54	ATHLETIC ATTENDANT		3.72 HR		0		3.74 HR	
R101	CAMP ASSISTANT			297- 297	0		298- 298	
R102	CAMP MANAGER			689- 689	0		692- 692	
W108	RIDES ATTENDANT HELPER		3.72 HR		0		3.74 HR	
Y 6	ORGANIST		89.82 DA		1		90.27 DA	
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO	Z	35.9	544- 655	3	36.0	546- 658	1188-1431
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION		35.1	524- 631	1	35.2	526- 634	1144-1379
3115	EXEC ASST TO GEN MANAGER, REC AND PARK	Z	52.6	1197-1450	1	52.7	1203-1457	2617-3169
3202	LOCKER ROOM ATTENDANT		25.1	332- 398	0	25.2	334- 400	726- 870
3204	SWIMMING POOL CASHIER - CLERK		33.6	489- 589	6	33.7	491- 591	1068-1285
3206	BEACH LIFEGUARD		38.9	625- 755	1	39.0	628- 758	1366-1649
3208	POOL LIFEGUARD		33.8	494- 594	7	33.9	496- 596	1079-1296
3212	SWIMMING INSTRUCTOR		37.6	589- 710	0	37.7	591- 714	1285-1553
3214	SENIOR SWIMMING INSTRUCTOR		41.4	704- 850	8	41.5	707- 854	1538-1857
3216	ASSISTANT AQUATICS SUPERVISOR		43.3	769- 929	1	43.4	773- 934	1681-2031
3226	GOLF COURSE STARTER		35.6	536- 647	8	35.7	539- 650	1172-1414
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS	Z	46.6	899-1088	1	46.7	903-1093	1964-2377
3230	GOLF DIRECTOR	Z	51.3	1125-1362	1	51.4	1131-1368	2460-2975
3232	MARINA ASSISTANT MANAGER		37.6	589- 710	4	37.7	591- 714	1285-1553
3234	MARINA MANAGER		42.6	745- 899	1	42.7	748- 903	1627-1964
3238	DANCE INSTRUCTOR	Z	39.4	641- 773	7	39.5	644- 777	1401-1690
3240	DRAMA INSTRUCTOR	Z	39.4	641- 773	0	39.5	644- 777	1401-1690
3248	PIANIST	Z	10.46 HR		1		10.51 HR	
3250	ORCHESTRA INSTRUCTOR	Z	39.4	641- 773	1	39.5	644- 777	1401-1690
3256	PHOTOGRAPHY INSTRUCTOR	Z	39.4	641- 773	9	39.5	644- 777	1401-1690
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	41.4	704- 850	1	41.5	707- 854	1538-1857
3258	PHOTOGRAPHY DIRECTOR	Z	45.4	850-1027	1	45.5	854-1032	1857-2245
3260	CRAFTS INSTRUCTOR	Z	39.4	641- 773	0	39.5	644- 777	1401-1690
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM	Z	43.6	781- 943	1	43.7	785- 947	1707-2060
3280	ASST RECREATION DIRECTOR (PART TIME)		5.54 HR		1		5.57 HR	
3281	SCHOOL RECREATION AIDE		5.54 HR		0		5.57 HR	
* 3284	RECREATION DIRECTOR	Z	39.4	641- 773	71	39.5	644- 777	1401-1690
3285	JUNIOR MUSEUM DIRECTOR	Z	45.4	850-1027	1	45.5	854-1032	1857-2245
3287	ASSISTANT RECREATION SUPERVISOR	Z	43.6	781- 943	18	43.7	785- 947	1707-2060
3289	RECREATION SUPERVISOR	Z	45.4	850-1027	7	45.5	854-1032	1857-2245
3291	PRINCIPAL RECREATION SUPERVISOR	Z	48.4	979-1185	9	48.5	984-1191	2140-2590

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
3292	ASSISTANT SUPERINTENDENT, RECREATION.... Z	51.4	1131-1368	3	51.5	1136-1375	2471-2991
3302	VENDOR.....	29.6	408- 489	8	29.7	409- 491	890-1068
3306	RIDES ATTENDANT.....	29.6	408- 489	2	29.7	409- 491	890-1068
3536	TECH INSTRUCT ASST, PERFORMING ARTS..... Z	37.2	578- 697	2	37.3	580- 701	1262-1525
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	41.1	694- 838	2	41.2	697- 842	1516-1831
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	43.6	781- 943	2	43.7	785- 947	1707-2060
7359	PIANO TUNER.....	9.93 HR		1		9.98 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 44
NUMBER OF POSITIONS THIS BENCHMARK..... 192

3450 AGRICULTURAL INSPECTOR

1981-82 SALARY SCHEDULE 40.2 APPROX $1444 - $1590 - $1747 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	3	1444	1596	1747		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	6	1480	1628	1776	9,768	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	1	1451	1607	1763	1,607	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	6	1640	1817	1994	10,902	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	0	1505	1657	1809	0	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	8	1501	1689	1877	13,512	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	9	1342	1510	1678	13,590	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	1	1427	1575	1723	1,575	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 5	31	.....			50,954											

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1644      *
*                        R A T E   R A N G E   1480  TO  1808     *
*                                                                 *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

3450 AGRICULTURAL INSPECTOR

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
* 3450	AGRICULTURAL INSPECTOR.....	40.2	664- 803	3	40.9	688- 830	1496-1805
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	40.2	664- 803	3	40.9	688- 830	1496-1805

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 6

3542 CURATOR II

1981-82 SALARY SCHEDULE 43.2 APPROX $1666 - $1831 - $2012 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	1666	1839	2012		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF OAKLAND	6	1787	1881	1974	11,286	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	2	1736	1950	2164	3,900	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
TOTALS ...	2	8	.....		15,186											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1898          *
*                          R A T E   R A N G E    1708  TO  2088      *
*                                                                     *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
Y 14	CURATORIAL ASSISTANT.....	4.70 HR		0		4.86 HR	
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....	37.7	591- 714	1	38.4	611- 738	1329-1605
3520	MUSEUM PREPARATOR.....	36.6	562- 677	1	37.3	580- 701	1262-1525
3522	SENIOR MUSEUM PREPARATOR.....	38.4	611- 738	1	39.1	631- 762	1372-1657
3524	PRINCIPAL MUSEUM PREPARATOR.....	41.9	721- 870	0	42.6	745- 899	1620-1955
3525	CHIEF MUSEUM PREPARATOR.....	43.9	792- 956	0	44.6	818- 989	1779-2151
3526	MUSEUM CONSERVATOR ASSISTANT.....	37.4	583- 704	0	38.1	602- 728	1309-1583
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)	37.4	583- 704	1	38.1	602- 728	1309-1583
3528	MUSEUM CONSERVATOR.....	48.7	994-1203	3	49.4	1027-1243	2234-2704
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS) Z	48.7	994-1203	1	49.4	1027-1243	2234-2704
3540	CURATORIAL AIDE.....	31.9	451- 544	0	32.6	467- 562	1016-1222
3541	CURATOR I..... Z	38.2	605- 731	1	38.9	625- 755	1359-1642
* 3542	CURATOR II..... Z	43.2	766- 925	4	43.9	792- 956	1723-2079
3544	CURATOR III..... Z	45.2	842-1018	0	45.9	870-1052	1892-2288
3546	CURATOR IV..... Z	48.2	970-1174	4	48.9	1003-1214	2182-2640
3547	CURATOR V..... Z	51.2	1120-1355	2	51.9	1158-1401	2519-3047
3550	MUSEUM EXHIBITION DESIGNER..... Z	45.9	870-1052	1	46.6	899-1088	1955-2366
3556	MUSEUM REGISTRAR.....	38.7	620- 748	1	39.4	641- 773	1394-1681
9912	PUBLIC SERVICE AIDE-TECHNICAL.....		393- 393	0		407- 407	

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 21

3593 INSTRUCTIONAL AIDE I

1981-82 SALARY SCHEDULE 26.2 APPROX $759 - $833 - $909 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	442	759	834	909		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
OAKLAND CITY SCHOOL DIST.	341	740	1844	2947	628,804	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
SACRAMENTO UNIFIED SCHOOLS	67	779	854	928	57,218											
SANTA CLARA UNIF. SCH. DIST.	250	856	956	1056	239,000											
* * * BAY AREA DATA INSUFFICIENT * * *																
L.A. CITY SCHOOL DISTRICT	3711	786	881	976	3,269,391	40.0	10	YES	NO	13	YES	YES	15.5%	$108.00-	108.00	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	619	745	826	907	511,294	40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33-	80.33	10-15-20-20
TOTALS ... 5	4988	.....			4,705,707											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 943

RATE RANGE 849 TO 1037

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
2410	SCHOOL LABORATORY ATTENDANT.....	3.57 HR		5		4.09 HR	
3590	TECH INSTRUCT ASST, ENGLISH READER..... Z	4.94 HR		0		5.66 HR	
3591	COLLEGE AIDE.....	3.57 HR		0		4.09 HR	
3592	CITY COLLEGE READER..... Z	4.94 HR		0		5.66 HR	
* 3593	INSTRUCTIONAL AIDE I.....	26.2	349- 418	442	29.1	398- 477	866-1037
3594	INSTRUCTIONAL AIDE II.....	30.7	428- 514	169	33.6	489- 589	1064-1281
3595	SCHOOL AIDE I.....	4.24 HR		0		4.85 HR	
3596	SCHOOL SECURITY AIDE.....	30.7	428- 514	10	33.6	489- 589	1064-1281
3597	SCHOOL AIDE II.....	25.4	337- 404	0	28.3	384- 460	835-1001
3598	SCHOOL AIDE III.....	29.8	411- 494	0	32.7	469- 565	1020-1229
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	30.5	424- 510	1	33.4	485- 583	1055-1268
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		428- 428	1		490- 490	
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	35.5	534- 644	2	38.4	611- 738	1329-1605

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 630

3630 LIBRARIAN I

1981-82 SALARY SCHEDULE 40.0 APPROX $1431 - $1575 - $1731 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MIO	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION IYR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	61	1431	1581	1731		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	2	1685	1857	2028	3,714	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	7	1510	1621	1732	11,347	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
ALAMEDA COUNTY	21	1684	1811	1938	38,031	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	5	1629	1805	1980	9,025	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	9	1416	1569	1721	14,121	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	2	1404	1546	1688	3,092	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	13	1307	1470	1633	19,110	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	3	1461	1613	1764	4,839	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	20	1604	1771	1938	35,420	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	8	1660	1660	1660	13,280	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF BERKELEY	9	1396	1494	1592	13,446	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF DALY CITY	2	1523	1688	1853	3,376											
CITY OF DALY CITY	2	1610	1784	1958	3,568											
CITY OF HAYWARD	5	1420	1571	1721	7,855	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	20	1707	1799	1890	35,980	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	1	1553	1721	1889	1,721	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN JOSE	41	1695	1878	2060	76,998	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	7	1502	1587	1672	11,109	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	8	1603	1774	1944	14,192	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	6	1608	1782	1955	10,692	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
U.C. BERKELEY	10	1451	1654	1857	16,540	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 15	193				.....											
FLAT RATE TOTALS	8				.....											
COMBINED TOTAL	201															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1731 *
* RATE RANGE 1558 TO 1904 *

WEIGHTED AVERAGE OF THE FLAT RATES 1660 TO 1660

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1562 TO 1894 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 3630 LIBRARIAN I

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	35.6	536- 647	2	37.5	586- 707	1275-1538
3602	LIBRARY PAGE.....		28.2	383- 458	6	30.1	416- 500	905-1088
3610	LIBRARY ASSISTANT.....		32.7	469- 565	1	34.6	512- 617	1114-1342
3616	LIBRARY TECHNICAL ASSISTANT I.....		36.2	552- 664	85	38.1	602- 728	1309-1583
3618	LIBRARY TECHNICAL ASSISTANT II.....		38.2	605- 731	18	40.1	661- 800	1438-1740
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		39.0	628- 758	1	40.9	688- 830	1496-1805
* 3630	LIBRARIAN I.....	Z	40.0	658- 796	60	41.9	721- 870	1568-1892
3632	LIBRARIAN II.....	Z	43.5	777- 938	46	45.4	850-1027	1849-2234
3632A	LIBRARIAN II FINE ARTS.....	Z	43.5	777- 938	6	45.4	850-1027	1849-2234
3632B	LIBRARIAN II ASIAN ART.....	Z	43.5	777- 938	40	45.4	850-1027	1849-2234
3634	LIBRARIAN III.....	Z	46.0	874-1057	22	47.9	956-1158	2079-2519
3638	CHIEF LIBRARIAN.....	Z	50.7	1093-1323	3	52.6	1197-1450	2603-3154
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	48.7	994-1203	1	50.6	1088-1316	2366-2862
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	48.7	994-1203	1	50.6	1088-1316	2366-2862
3644	CITY ARCHIVIST.....	Z	44.0	796- 961	0	45.9	870-1052	1892-2288
3658	MEDICAL LIBRARIAN.....	Z	43.5	777- 938	1	45.4	850-1027	1849-2234
7416	BOOK REPAIRER.....		32.6	467- 562	3	34.5	510- 614	1109-1335
7418	SENIOR BOOK REPAIRER.....		38.1	602- 728	1	40.0	658- 796	1431-1731

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 297

4261 REAL PROPERTY APPRAISER

1981-82 SALARY SCHEDULE 42.5 APPROX $1614 - $1770 - $1947 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	15	1614	1781	1947		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	1	1724	1899	2073	1,899	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	36	1756	1929	2101	69,444	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	24	1711	1895	2079	45,480	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	31	1915	2122	2328	65,782	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	9	1809	1995	2180	17,955	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	25	1671	1880	2089	47,000	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	53	1841	2033	2224	107,749	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 6	179	.....			355,309											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          1985      *
*                          R A T E   R A N G E     1787  TO  2184   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
3406	LAND USE AIDE	Z	37.6	589- 710	1	40.0	658- 796	1431-1731
3484	AGRICULTURAL DIVISION LAND AGENT	Z	41.0	691- 834	1	43.4	773- 934	1681-2031
4110	RENTAL PROPERTY SUPERVISOR	Z	49.4	1027-1243	1	51.8	1152-1394	2506-3032
4130	CONVENTION FACILITIES ASSISTANT MANAGER	Z	47.0	916-1109	1	49.4	1027-1243	2234-2704
4132	CONVENTION FACILITIES MANAGER	Z	52.7	1203-1457	1	55.1	1349-1634	2934-3554
4140	RIGHT-OF-WAY AGENT	Z	48.9	1003-1214	9	51.3	1125-1362	2447-2962
4142	SENIOR RIGHT-OF-WAY AGENT	Z	51.9	1158-1401	3	54.3	1298-1573	2823-3421
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	53.4	1243-1506	3	55.8	1394-1690	3032-3676
4160	REAL PROPERTY LOAN OFFICER	Z	48.9	1003-1214	6	51.3	1125-1362	2447-2962
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	45.5	854-1032	1	47.9	956-1158	2079-2519
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	49.5	1032-1249	1	51.9	1158-1401	2519-3047
4250	MARINE APPRAISER	Z	43.9	792- 956	1	46.3	887-1073	1929-2334
4252	SENIOR MARINE APPRAISER	Z	49.9	1052-1273	1	52.3	1180-1429	2567-3108
4256	REAL ESTATE ANALYST	Z	52.1	1169-1414	1	54.5	1310-1588	2849-3454
* 4261	REAL PROPERTY APPRAISER	Z	42.5	742- 895	15	44.9	830-1003	1805-2182
4261T	REAL PROPERTY APPRAISER TRAINEE			600- 600	1		672- 672	
4265	SENIOR REAL PROPERTY APPRAISER	Z	45.9	870-1052	15	48.3	975-1180	2121-2567
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	49.9	1052-1273	5	52.3	1180-1429	2567-3108
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	51.9	1158-1401	1	54.3	1298-1573	2823-3421
4269	CHIEF APPRAISER	Z	54.1	1285-1558	1	56.5	1443-1748	3139-3802
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	49.9	1052-1273	1	52.3	1180-1429	2567-3108
5365	STREET ASSESSMENT COORDINATOR		44.0	796- 961	1	46.4	891-1078	1938-2345
9206	AIRPORT PROPERTY SPECIALIST I		50.7	1093-1323	2	53.1	1226-1484	2667-3228
9207	AIRPORT PROPERTY SPECIALIST II		52.7	1203-1457	2	55.1	1349-1634	2934-3554
9395	ASST RENTAL MANAGER, PORT OF SF		42.0	724- 874	0	44.4	810- 979	1762-2129
9396	COMMERCIAL PROPERTY MANAGER	Z	52.7	1203-1457	1	55.1	1349-1634	2934-3554

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 76

5204 ASSISTANT CIVIL ENGINEER

1981-82 SALARY SCHEDULE 46.6 APPROX $1955 - $2151 - $2366 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	83	1955	2161	2366		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	3209	2051	2244	2437	7,200,996											
STATE OF CALIFORNIA	0	1848	2037	2226	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	18	1623	1867	2110	33,606	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	55	1964	2259	2553	124,245	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	31	1997	2155	2313	66,805	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	22	1911	2117	2323	46,574	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	10	1990	2141	2291	21,410	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	18	1806	2033	2259	36,594	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	16	2009	2225	2441	35,600	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1796	1981	2165	1,981	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	9	2174	2409	2643	21,681	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF DALY CITY	1	2088	2313	2538	2,313											
CITY OF FREMONT	1	1999	2215	2430	2,215	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00-	85.00	12-15-21-21
CITY OF HAYWARD	1	1751	1940	2129	1,940	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	10	2318	2439	2559	24,390	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF OAKLAND	2	2173	2286	2399	4,572	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	18	2021	2239	2457	40,302	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	3	2172	2395	2618	7,185	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SANTA CLARA	5	2201	2438	2675	12,190	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
CITY OF SUNNYVALE	2	1958	2169	2379	4,338	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	18	2120	2298	2475	41,364	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
TOTALS 19	3450				7,730,301											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2241

RATE RANGE 2017 TO 2465

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	55.1	1349-1634	1	55.9	1401-1698	3047-3693
3535	RADIO ANNOUNCER - OPERATOR.....		36.7	565- 681	2	37.5	586- 707	1275-1538
5105	DIRECTOR, MAINT AND OPERATIONS, SFUSD...	Z	55.2	1355-1642	1	56.0	1407-1706	3060-3711
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	49.0	1008-1220	4	49.8	1047-1267	2277-2756
5122	ASSISTANT CITY ARCHITECT.....	Z	58.1	1558-1890	1	58.9	1618-1965	3519-4274
5124	CITY ARCHITECT.....	Z	60.6	1756-2135	1	61.4	1827-2221	3974-4831
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	55.1	1349-1634	5	55.9	1401-1698	3047-3693
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	56.6	1450-1756	2	57.4	1506-1827	3276-3974
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	55.8	1394-1690	1	56.6	1450-1756	3154-3819
5140	HETCH HETCHY PROJ ASST GENERAL MANAGER..	Z	56.8	1463-1773	0	57.6	1520-1844	3306-4011
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	50.7	1093-1323	1	51.5	1136-1375	2471-2991
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	53.7	1261-1528	1	54.5	1310-1588	2849-3454
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	57.2	1491-1809	1	58.0	1550-1881	3371-4091
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	55.6	1381-1674	1	56.4	1436-1740	3123-3785
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	57.2	1491-1809	1	58.0	1550-1881	3371-4091
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	53.7	1261-1528	1	54.5	1310-1588	2849-3454
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	57.2	1491-1809	1	58.0	1550-1881	3371-4091
5174	ADMINISTRATIVE ENGINEER.....	Z	54.6	1316-1596	5	55.4	1368-1658	2975-3606
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	57.1	1484-1800	1	57.9	1543-1871	3356-4069
5177	SAFETY OFFICER.....	Z	48.4	979-1185	1	49.2	1018-1232	2214-2680
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	57.2	1491-1809	1	58.0	1550-1881	3371-4091
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	57.0	1477-1791	1	57.8	1535-1862	3339-4050
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	61.5	1835-2230	1	62.3	1909-2319	4152-5044
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	58.9	1618-1965	1	59.7	1682-2043	3658-4444
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	61.6	1844-2242	1	62.4	1918-2332	4172-5072
5202	JUNIOR CIVIL ENGINEER.....		43.6	781- 943	34	44.4	810- 979	1762-2129
* 5204	ASSISTANT CIVIL ENGINEER.....		46.6	899-1088	83	47.4	934-1131	2031-2460
5205	ASSOCIATE MATERIALS ENGINEER.....		50.1	1062-1285	3	50.9	1104-1336	2401-2906
5206	ASSOCIATE CIVIL ENGINEER.....		50.1	1062-1285	66	50.9	1104-1336	2401-2906
5208	CIVIL ENGINEER.....		53.1	1226-1484	44	53.9	1273-1543	2769-3356
5209	INDUSTRIAL ENGINEER.....		50.1	1062-1285	2	50.9	1104-1336	2401-2906
5210	SENIOR CIVIL ENGINEER.....	Z	55.6	1381-1674	25	56.4	1436-1740	3123-3785
5212	PRINCIPAL CIVIL ENGINEER.....	Z	58.8	1611-1955	9	59.6	1674-2033	3641-4422
5214	BUILDING PLANS ENGINEER.....	Z	55.1	1349-1634	1	55.9	1401-1698	3047-3693
5215	FIRE PROTECTION ENGINEER.....	Z	53.1	1226-1484	3	53.9	1273-1543	2769-3356
5216	CHIEF SURVEYOR.....	Z	52.0	1163-1407	1	52.8	1208-1463	2627-3182
5217	BUILDING CODE ANALYST.....	Z	54.5	1310-1588	1	55.3	1362-1650	2962-3589

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
5218	STRUCTURAL ENGINEER	Z	55.1	1349-1634	2	55.9	1401-1698	3047-3693
5219	SENIOR STRUCTURAL ENGINEER	Z	56.6	1450-1756	1	57.4	1506-1827	3276-3974
5220	JUNIOR WATER PURIFICATION ENGINEER	Z	43.6	781- 943	1	44.4	810- 979	1762-2129
5222	ASSISTANT WATER PURIFICATION ENGINEER	Z	46.6	899-1088	1	47.4	934-1131	2031-2460
5224	ASSOCIATE WATER PURIFICATION ENGINEER		50.1	1062-1285	0	50.9	1104-1336	2401-2906
5228	ASSISTANT TRAFFIC ENGINEER	Z	46.6	899-1088	4	47.4	934-1131	2031-2460
5229	ASSOCIATE TRAFFIC ENGINEER	Z	50.1	1062-1285	6	50.9	1104-1336	2401-2906
5230	TRAFFIC ENGINEER	Z	53.1	1226-1484	3	53.9	1273-1543	2769-3356
5232	SENIOR TRAFFIC ENGINEER	Z	55.6	1381-1674	2	56.4	1436-1740	3123-3785
5233	PRINCIPAL TRAFFIC ENGINEER	Z	58.8	1611-1955	1	59.6	1674-2033	3641-4422
5234	JUNIOR ELECTRICAL ENGINEER	Z	43.6	781- 943	5	44.4	810- 979	1762-2129
5236	ASSISTANT ELECTRICAL ENGINEER	Z	46.6	899-1088	11	47.4	934-1131	2031-2460
5238	ASSOCIATE ELECTRICAL ENGINEER	Z	50.1	1062-1285	16	50.9	1104-1336	2401-2906
5240	ELECTRICAL ENGINEER	Z	53.1	1226-1484	10	53.9	1273-1543	2769-3356
5242	SENIOR ELECTRICAL ENGINEER	Z	55.6	1381-1674	5	56.4	1436-1740	3123-3785
5246	RADIO ENGINEER	Z	53.3	1237-1499	1	54.1	1285-1558	2795-3389
5247	ASSOCIATE SANITARY ENGINEER	Z	50.1	1062-1285	6	50.9	1104-1336	2401-2906
5248	SANITARY ENGINEER	Z	53.1	1226-1484	3	53.9	1273-1543	2769-3356
5249	SENIOR SANITARY ENGINEER	Z	55.6	1381-1674	3	56.4	1436-1740	3123-3785
5250	JUNIOR MECHANICAL ENGINEER	Z	43.6	781- 943	8	44.4	810- 979	1762-2129
5252	ASSISTANT MECHANICAL ENGINEER	Z	46.6	899-1088	16	47.4	934-1131	2031-2460
5254	ASSOCIATE MECHANICAL ENGINEER	Z	50.1	1062-1285	20	50.9	1104-1336	2401-2906
5256	MECHANICAL ENGINEER	Z	53.1	1226-1484	14	53.9	1273-1543	2769-3356
5258	SENIOR MECHANICAL ENGINEER	Z	55.6	1381-1674	4	56.4	1436-1740	3123-3785
5260	ARCHITECTURAL ASSISTANT I		41.0	691- 834	2	41.8	717- 866	1559-1884
5261	ARCHITECTURAL ASSISTANT II		43.5	777- 938	8	44.3	807- 975	1755-2121
5265	ARCHITECTURAL ASSOCIATE I	Z	47.0	916-1109	7	47.8	952-1152	2071-2506
5266	ARCHITECTURAL ASSOCIATE II	Z	49.0	1000-1220	7	49.8	1047-1267	2277-2756
5268	ARCHITECT	Z	51.0	1109-1342	11	51.8	1152-1394	2506-3032
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	52.0	1163-1407	1	52.8	1208-1463	2627-3182
5270	SENIOR ARCHITECT	Z	53.0	1220-1477	8	53.8	1267-1535	2756-3339
5272	ASSISTANT LANDSCAPE ARCHITECT	Z	42.9	755- 912	4	43.7	785- 947	1707-2060
5273	PRINCIPAL ARCHITECT	Z	55.5	1375-1666	3	56.3	1429-1731	3108-3765
5274	LANDSCAPE ARCHITECT	Z	44.9	830-1003	1	45.7	862-1042	1875-2266
5275	SENIOR LANDSCAPE ARCHITECT	Z	47.9	956-1158	1	48.7	994-1203	2162-2617
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		41.6	710- 858	1	42.4	738- 891	1605-1938
5302	TRAFFIC SURVEY TECHNICIAN		36.8	567- 684	2	37.6	589- 710	1281-1544

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....	44.1	800- 966	1	44.9	830-1003	1805-2182
5304	MATERIALS TESTING AIDE.....	36.8	567- 684	6	37.6	589- 710	1281-1544
5305	MATERIALS TESTING TECHNICIAN.....	39.1	631- 762	5	39.9	655- 792	1425-1723
5310	SURVEYOR'S FIELD ASSISTANT.....	45.8	866-1047	16	46.6	899-1088	1955-2366
5312	SURVEYOR.....	48.0	961-1163	14	48.8	998-1208	2171-2627
5314	SURVEY PARTY CHIEF.....	49.6	1037-1255	12	50.4	1078-1304	2345-2836
5320	ILLUSTRATOR AND ART DESIGNER..... Z	41.7	714- 862	2	42.5	742- 895	1614-1947
5322	GRAPHIC ARTIST.....	38.6	617- 745	1	39.4	641- 773	1394-1681
5328	CITY PLANNING GRAPHICS AIDE.....	41.1	694- 838	2	41.9	721- 870	1568-1892
5330	CITY PLANNING GRAPHICS SUPERVISOR.....	43.1	762- 920	1	43.9	792- 956	1723-2079
5342	MECHANICAL ENGINEERING ASSISTANT I.....	35.3	529- 638	1	36.1	549- 661	1194-1438
5344	MECHANICAL ENGINEERING ASSISTANT II.....	40.6	677- 818	11	41.4	704- 850	1531-1849
5346	MECHANICAL ENGINEERING ASSOCIATE I.....	43.1	762- 920	6	43.9	792- 956	1723-2079
5350	ELECTRICAL ENGINEERING ASSISTANT I.....	35.3	529- 638	3	36.1	549- 661	1194-1438
5352	ELECTRICAL ENGINEERING ASSISTANT II.....	40.6	677- 818	6	41.4	704- 850	1531-1849
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....	43.1	762- 920	7	43.9	792- 956	1723-2079
5359	DRAFTING TECHNICIAN TRAINEE.....	CONTRACT RATE		0		CONTRACT RATE	
5360	CIVIL ENGINEERING ASSISTANT I.....	35.3	529- 638	10	36.1	549- 661	1194-1438
5362	CIVIL ENGINEERING ASSISTANT II.....	40.6	677- 818	48	41.4	704- 850	1531-1849
5364	CIVIL ENGINEERING ASSOCIATE I.....	43.1	762- 920	40	43.9	792- 956	1723-2079
5366	ENGINEERING ASSOCIATE II.....	45.1	838-1013	13	45.9	870-1052	1892-2288
5370	COST ESTIMATOR.....	45.4	850-1027	0	46.2	882-1067	1918-2321
5380	STUDENT ENGINEERING TRAINEE I.....		568- 568	0		591- 591	
5381	STUDENT ENGINEERING TRAINEE II.....		623- 623	0		648- 648	
5382	STUDENT ENGINEERING TRAINEE III.....		664- 664	0		691- 691	
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....	40.7	681- 822	2	41.5	707- 854	1538-1857
6230	STREET INSPECTOR.....	40.9	688- 830	7	41.7	714- 862	1553-1875
6231	SENIOR STREET INSPECTOR.....	43.9	792- 956	2	44.7	822- 994	1788-2162
6232	STREET INSPECTION SUPERVISOR.....	46.9	912-1104	1	47.7	947-1147	2060-2495
6262	PLAN CHECKER (ARCHITECTURAL).....	49.0	1008-1220	1	49.8	1047-1267	2277-2756
6264	PLAN CHECKER (ENGINEERING).....	50.2	1067-1291	0	51.0	1109-1342	2412-2919
6266	SENIOR PLAN CHECKER..... Z	53.2	1232-1491	2	54.0	1279-1550	2782-3371
6309	MECHANICAL CONSTRUCTION INSPECTOR.....	45.6	858-1037	1	46.4	891-1078	1938-2345
6318	CONSTRUCTION INSPECTOR.....	50.1	1062-1285	46	50.9	1104-1336	2401-2906
6340	SCHOOL CONSTRUCTION COORDINATOR..... Z	50.1	1062-1285	1	50.9	1104-1336	2401-2906
7134	WATER CONSTRUCTION AND MAINT SUPT.....	54.6	1316-1596	1	55.4	1368-1658	2975-3606
7367	RADIO TECHNICIAN.....	49.7	1042-1261	12	50.5	1083-1310	2356-2849

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7368	SENIOR RADIO TECHNICIAN.....	51.7	1147-1388	2	52.5	1191-1443	2590-3139
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..	41.1	694- 838	1	41.9	721- 870	1568-1892
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING	45.1	838-1013	1	45.9	870-1052	1892-2288
9173	SYSTEMS SAFETY INSPECTOR.....	51.2	1120-1355	3	52.0	1163-1407	2530-3060
9177	DIRECTOR OF SYSTEMS SAFETY.....	57.0	1477-1791	1	57.8	1535-1862	3339-4050
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY Z	53.3	1237-1499	1	54.1	1285-1558	2795-3389
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		1348-1348	1		1402-1402	
9197	SIGNAL AND SYSTEMS ENGINEER.....		1518-1518	1		1579-1579	
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT.. Z	48.6	989-1197	0	49.4	1027-1243	2234-2704
9366	ENGINEERING AIDE, PORT.....	38.3	608- 735	1	39.1	631- 762	1372-1657
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION... Z	46.6	899-1088	0	47.4	934-1131	2031-2460
9379	CHIEF HARBOR ENGINEER..... Z	59.8	1690-2053	1	60.6	1756-2135	3819-4644

NUMBER OF CLASSES THIS BENCHMARK..... 123
NUMBER OF POSITIONS THIS BENCHMARK..... 802

5278 PLANNER II

1981-82 SALARY SCHEDULE 43.9 APPROX $1723 - $1892 - $2079 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	1723	1901	2079		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1724	1899	2073	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00		10-15-19-20
ALAMEDA COUNTY	5	1765	1939	2113	9,695	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00		10-15-20-20
CONTRA COSTA COUNTY	9	1731	1918	2104	17,262	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00		15-15-20-35
MARIN COUNTY	6	1766	1947	2128	11,682	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00		10-15-20-30
SAN MATEO COUNTY	3	1657	1865	2072	5,595	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00		13-16-21-22
SANTA CLARA COUNTY	2	1823	2013	2203	4,026	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00		10-16-22-22
CITY OF BERKELEY	2	1874	2050	2225	4,100	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00		10-15-20-25
CITY OF CONCORD	4	2002	2306	2530	9,224	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00		10-15-20-20
CITY OF DALY CITY	4	1914	2121	2327	8,484											
CITY OF FREMONT	0	1904	2110	2315	0	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00- 85.00		12-15-21-21
CITY OF HAYWARD	0	1666	1847	2028	0	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00		10-15-20-20
CITY OF OAKLAND	5	2174	2290	2406	11,450	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00		10-15-18-25
CITY OF SAN JOSE	18	1898	2102	2306	37,836	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00		10-15-20-20
CITY OF SAN MATEO	2	2051	2267	2482	4,534	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00		10-15-20-20
CITY OF SUNNYVALE	2	2048	2269	2489	4,538	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00		11-16-21-21
METROPOLITAN TRANS. COMM.	10	1659	1881	2102	18,810											
TOTALS ... 16	72	.....			147,236											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2045

RATE RANGE 1841 TO 2250

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 5278 PLANNER II *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
1817	COPY READER	Z	41.9	721- 870	1	43.5	777- 938	1690-2040
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING)	Z	57.6	1520-1844	1	59.2	1642-1994	3571-4337
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS	Z	57.6	1520-1844	1	59.2	1642-1994	3571-4337
5276	CITY PLANNING INTERN	Z	37.0	572- 691	0	38.6	617- 745	1342-1620
5277	PLANNER I	Z	39.9	655- 792	3	41.5	707- 854	1538-1857
* 5278	PLANNER II	Z	43.9	792- 956	16	45.5	854-1032	1857-2245
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	50.9	1104-1336	1	52.5	1191-1443	2590-3139
5280	PLANNER III	Z	47.4	934-1131	9	49.0	1008-1220	2192-2654
5280A	PLANNER III, ADMINISTRATIVE	Z	47.4	934-1131	2	49.0	1008-1220	2192-2654
5280B	PLANNER III, URBAN DESIGN	Z	47.4	934-1131	0	49.0	1008-1220	2192-2654
5280C	PLANNER III, TRANSPORTATION	Z	47.4	934-1131	0	49.0	1008-1220	2192-2654
5282	PLANNER IV	Z	50.9	1104-1336	3	52.5	1191-1443	2590-3139
5282A	PLANNER IV, URBAN SYSTEMS ANALYST	Z	50.9	1104-1336	1	52.5	1191-1443	2590-3139
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST	Z	50.9	1104-1336	0	52.5	1191-1443	2590-3139
5283	PLANNER V, URBAN DESIGN	Z	54.4	1304-1580	3	56.0	1407-1706	3060-3711
5284	ENVIRONMENTAL REVIEW OFFICER	Z	52.9	1214-1470	2	54.5	1310-1588	2849-3454
5287	TRANSIT PLANNER I	Z	39.9	655- 792	2	41.5	707- 854	1538-1857
5288	TRANSIT PLANNER II	Z	43.9	792- 956	3	45.5	854-1032	1857-2245
5289	TRANSIT PLANNER III	Z	47.4	934-1131	3	49.0	1008-1220	2192-2654
5290	TRANSIT PLANNER IV	Z	50.9	1104-1336	4	52.5	1191-1443	2590-3139
5292	PLANNER III (ZONING)	Z	47.4	934-1131	2	49.0	1008-1220	2192-2654
5294	PLANNER IV (ZONING)	Z	50.9	1104-1336	2	52.5	1191-1443	2590-3139
5295	SCHOOL FACILITIES PLANNER	Z	53.4	1243-1506	2	55.0	1342-1626	2919-3537
5297	PLANNER V (ZONING)	Z	54.4	1304-1580	3	56.0	1407-1706	3060-3711
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	47.4	934-1131	2	49.0	1008-1220	2192-2654
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	50.9	1104-1336	1	52.5	1191-1443	2590-3139
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		1790-1790	0		1933-1933	
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1322-1322	0		1428-1428	
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1190-1190	0		1285-1285	
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1053-1053	0		1137-1137	
5412	PLANNING COORDINATOR	Z		1196-1196	1		1292-1292	
5414	COORDINATOR, OPEN SPACE & PK RENOVATION	Z	50.9	1104-1336	0	52.5	1191-1443	2590-3139
9189	DIRECTOR OF PLANNING, MUNI RAILWAY	Z	57.0	1477-1791	1	58.6	1596-1936	3471-4211
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		1286-1286	1		1389-1389	
9397	PORT DEVELOPMENT CONSULTANT		54.9	1336-1618	0	56.5	1443-1748	3139-3802
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	43.9	792- 956	4	45.5	854-1032	1857-2245
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	47.4	934-1131	1	49.0	1008-1220	2192-2654

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY Z	49.4	1027-1243	1	51.0	1109-1342	2412-2919
9411	CITIZEN PARTICIPATION REHAB MONITOR..... Z	47.4	934-1131	2	49.0	1008-1220	2192-2654
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY.. Z	43.4	773- 934	1	45.0	834-1008	1814-2192
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY. Z	33.0	475- 572	1	34.6	512- 617	1114-1342

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 80

6120 ENVIRONMENTAL HEALTH INSPECTOR

1981-82 SALARY SCHEDULE 42.4 APPROX $1605 - $1762 - $1938 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	36	1605	1772	1938		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	2	1685	1857	2028	3,714	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	8	1797	1975	2153	15,800	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
ALAMEDA COUNTY	28	1717	1888	2058	52,864	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	2	1660	1839	2018	3,678	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	13	1786	1979	2171	25,727	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	7	1688	1860	2031	13,020	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	5	1614	1816	2018	9,080	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	9	1902	2140	2377	19,260	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	31	1726	1912	2098	59,272	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	1	1728	1866	2004	1,866	40.0	13	YES	NO	12	YES	YES	14.0%	$ 32.00-	93.00	10-15-20-25
TOTALS ... 7	106			.....	204,281											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1927

RATE RANGE 1734 TO 2120

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 6120 ENVIRONMENTAL HEALTH INSPECTOR *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
2806	DISEASE CONTROL INVESTIGATOR..... Z	38.9	625- 755	17	40.7	681- 822	1481-1788
2808	SENIOR DISEASE CONTROL INVESTIGATOR..... Z	40.4	671- 810	4	42.2	731- 882	1590-1918
6102	RODENT CONTROL TECHNICIAN.....	36.9	570- 688	7	38.7	620- 748	1349-1627
6104	SENIOR RODENT CONTROL TECHNICIAN.....	38.9	625- 755	1	40.7	681- 822	1481-1788
* 6120	ENVIRONMENTAL HEALTH INSPECTOR..... Z	42.4	738- 891	36	44.2	803- 970	1747-2110
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR... Z	44.4	810- 979	16	46.2	882-1067	1918-2321
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR Z	46.6	899-1088	6	48.4	979-1185	2129-2577
6125	HOSPITAL HEALTH AND SAFETY OFFICER..... Z		900- 900	0		981- 981	
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV... Z	52.1	1169-1414	1	53.9	1273-1543	2769-3356
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV.... Z	49.8	1047-1267	1	51.6	1141-1381	2482-3004
6208	ASSISTANT SEWER SAFETY INSPECTOR.....	36.9	570- 688	1	38.7	620- 748	1349-1627
6216	SEWER SAFETY INSPECTOR.....	40.9	688- 830	2	42.7	748- 903	1627-1964
6270	RESIDENTAL ENVIRONMENTAL INSPECTOR..... Z	44.0	796- 961	13	45.8	866-1047	1884-2277
6272	SENIOR RESIDENTIAL ENVIRONMENT INSPECTOR Z	45.5	854-1032	2	47.3	929-1125	2021-2447
6274	CHIEF RESIDENTIAL ENVIRONMENT INSPECTOR. Z	47.7	947-1147	1	49.5	1032-1249	2245-2717

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 108

7334 STATIONARY ENGINEER

1981-82 SALARY SCHEDULE 44.6 APPROX $1779 - $1955 - $2151 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	198	1779	1965	2151		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	470	1893	2062	2231	969,140											
STATE OF CALIFORNIA	32	1724	1807	1889	57,824	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	60	1829	1981	2133	118,860	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	31	1900	2060	2219	63,860	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	49	2343	2343	2343	114,807	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	13	1753	1843	1933	23,959	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	2	1693	1774	1855	3,548	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	23	1714	1816	1917	41,768	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	11	1662	1857	2031	20,427	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF HAYWARD	4	1529	1658	1787	6,632	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	11	1940	2044	2148	22,484	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SANTA CLARA	3	1660	1837	2013	5,511	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00-	76.00	10-15-20-20
U.C.MEDICAL CENTER S.F.	19	2435	2435	2435	46,265	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	31	2267	2267	2267	70,277	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE LIVERMORE LAB	94	1980	2138	2295	200,972											
TOTALS ... 14	754		.....		1,534,985											
FLAT RATE TOTALS	99		.....		231,349											
COMBINED TOTAL	853															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2036 *

* RATE RANGE 1832 TO 2240 *

WEIGHTED AVERAGE OF THE FLAT RATES 2337 TO 2337

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1891 TO 2251 *

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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
5149	SUPT OF WATER TREATMENT FACILITIES.....	52.3	1180-1429	1	53.2	1232-1491	2680-3243
6233	REFRIGERATOR INSPECTOR.....	50.0	1057-1279	0	50.9	1104-1336	2401-2906
6235	HEAT AND VENTILATION INSPECTOR.....	50.0	1057-1279	0	50.9	1104-1336	2401-2906
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	52.3	1180-1429	10	53.2	1232-1491	2680-3243
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	49.1	1013-1226	1	50.0	1057-1279	2299-2782
7205	CHIEF STATIONARY ENGINEER.....	49.3	1022-1237	12	50.2	1067-1291	2321-2808
7209	SCHOOL HEATING AND VENTILATION SUPV.....	52.3	1180-1429	1	53.2	1232-1491	2680-3243
7223	CABLE MACHINERY SUPERVISOR.....	50.9	1104-1336	1	51.8	1152-1394	2506-3032
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	51.3	1125-1362	9	52.2	1174-1421	2553-3091
7321	ELEVATOR MECHANIC.....	48.1	966-1169	0	49.0	1008-1220	2192-2654
* 7334	STATIONARY ENGINEER.....	44.6	818- 989	198	45.5	854-1032	1857-2245
7334A	APPRENTICE STATIONARY ENGINEER.....	593.40-939.55		2		619.20-980.40	
7335	SENIOR STATIONARY ENGINEER.....	47.1	920-1114	34	48.0	961-1163	2090-2530
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	46.6	899-1088	104	47.5	938-1136	2040-2471
7372A	APPRENTICE STATIONARY ENGR, SEWAGE PLANT	652.80-1033.60		25		681.60-1079.20	
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	49.1	1013-1226	32	50.0	1057-1279	2299-2782
7420	BRIDGETENDER.....	39.9	655- 792	5	40.8	684- 826	1488-1797
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	44.6	818- 989	9	45.5	854-1032	1857-2245
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		793- 793	0		829- 829	
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	52.3	1180-1429	1	53.2	1232-1491	2680-3243

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 445

7344 CARPENTER

1981-82 SALARY SCHEDULE 47.4 APPROX $2031 - $2234 - $2460 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	66	2031	2246	2460		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	274	1704	2014	2324	551,836											
STATE OF CALIFORNIA	11	1685	1767	1848	19,437	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	129	1757	1902	2046	245,358	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	11	2320	2320	2320	25,520	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	6	2068	2174	2280	13,044	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	7	1988	1988	1988	13,916	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	7	2236	2236	2236	15,652	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	0	1713	1768	1822	0	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	3	1935	2034	2133	6,102	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF OAKLAND	7	1974	2082	2190	14,574	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	9	1834	2031	2228	18,279	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	1	1504	1618	1731	1,618	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SUNNYVALE	2	1768	1959	2149	3,918	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	8	2077	2077	2077	16,616	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	27	2239	2299	2359	62,073	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	10	1795	1981	2167	19,810	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	23	1795	1981	2167	45,563	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	4	1493	1875	2257	7,500											
LAWRENCE LIVERMORE LAB	18	1980	2138	2295	38,484											
S.F. HOUSING AUTHORITY	16	2654	2654	2654	42,464											
GOLDEN GATE BRIDGE DISTRICT	1	2751	2751	2751	2,751	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 21	524				 1,047,596											
FLAT RATE TOTALS	50				 116,919											
COMBINED TOTAL	574															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1999 *
* RATE RANGE 1799 TO 2199 *

WEIGHTED AVERAGE OF THE FLAT RATES 2338 TO 2338

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1846 TO 2211 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
A170	PROPERTY STAGE HAND	9.69 HR		0	9.69 HR		
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV Z	54.3	1298-1573	1	54.3	1298-1573	2823-3421
6331	BUILDING INSPECTOR Z	50.3	1073-1298	51	50.3	1073-1298	2334-2823
6333	SENIOR BUILDING INSPECTOR Z	51.3	1125-1362	4	51.3	1125-1362	2447-2962
6334	CHIEF BUILDING INSPECTOR Z	52.3	1180-1429	7	52.3	1180-1429	2567-3108
6336	PROPERTY REHABILITATION MANAGER Z	53.3	1237-1499	2	53.3	1237-1499	2690-3260
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY. Z	50.6	1088-1316	1	50.6	1088-1316	2366-2862
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ. Z	51.6	1141-1381	1	51.6	1141-1381	2482-3004
7202	ASST PARK SUPT FOR STRUCTURAL MAINT Z	51.4	1131-1368	1	51.4	1131-1368	2460-2975
7219	MAINTENANCE ESTIMATOR AND SCHEDULER	44.6	818- 989	3	44.6	818- 989	1779-2151
7226	CARPENTER SUPERVISOR I	49.2	1018-1232	8	49.2	1018-1232	2214-2680
7233	GLAZIER SUPERVISOR I	48.5	984-1191	2	48.5	984-1191	2140-2590
7236	LOCKSMITH SUPERVISOR I	49.2	1018-1232	2	49.2	1018-1232	2214-2680
7247	SHEET METAL WORKER SUPERVISOR II	50.9	1104-1336	1	50.9	1104-1336	2401-2906
7260	AREA COORDINATOR OF SCHOOL MAINTENANCE	44.6	818- 989	0	44.6	818- 989	1779-2151
7261	SUPERVISOR OF MAINTENANCE, SFUSD	45.6	858-1037	1	45.6	858-1037	1866-2255
7272	CARPENTER SUPERVISOR II	53.2	1232-1491	1	53.2	1232-1491	2680-3243
7326	GLAZIER	46.4	891-1078	12	46.4	891-1078	1938-2345
7342	LOCKSMITH	47.4	934-1131	11	47.4	934-1131	2031-2460
* 7344	CARPENTER	47.4	934-1131	66	47.4	934-1131	2031-2460
7358	PATTERNMAKER	46.8	908-1099	3	46.8	908-1099	1975-2390
7371	STAGE CARPENTER	9.69 HR		0	9.69 HR		
7376	SHEET METAL WORKER	46.9	912-1104	20	46.9	912-1104	1984-2401
7378	TILE SETTER	45.5	854-1032	1	45.5	854-1032	1857-2245
7395	ORNAMENTAL IRON WORKER	44.3	807- 975	8	44.3	807- 975	1755-2121
9330	PILE WORKER	48.4	979-1185	20	48.4	979-1185	2129-2577
9332	PILEDRIVER SUPERVISOR I	50.4	1078-1304	4	50.4	1078-1304	2345-2836
9342	ORNAMENTAL IRON WORKER SUPERVISOR I	48.0	961-1163	1	48.0	961-1163	2090-2530
9343	ROOFER	45.8	866-1047	0	45.8	866-1047	1884-2277
9344	ROOFER SUPERVISOR I	46.8	908-1099	1	46.8	908-1099	1975-2390
9345	SHEET METAL SUPERVISOR I	48.9	1003-1214	2	48.9	1003-1214	2182-2640
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS Z	50.5	1083-1310	1	50.5	1083-1310	2356-2849

NUMBER OF CLASSES THIS BENCHMARK..... 32
NUMBER OF POSITIONS THIS BENCHMARK..... 236

7345 ELECTRICIAN

1981-82 SALARY SCHEDULE 49.7 APPROX $2266 - $2495 - $2743 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE EMPL CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	75	2266	2505	2743		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	858	1893	2069	2244	1,775,202										
STATE OF CALIFORNIA	7	1762	1849	1935	12,943	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	236	1829	1981	2133	467,516	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	5	2504	2504	2504	12,520	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	8	2204	2317	2430	18,536	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	2	1774	1859	1944	3,718	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	2	2188	2188	2188	4,376	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	8	2441	2441	2441	19,528	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	4	1833	1919	2005	7,676	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF CONCORD	2	1935	2034	2133	4,068	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00	10-15-20-20
CITY OF HAYWARD	2	1794	1950	2106	3,900	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF OAKLAND	16	2272	2389	2506	38,224	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF SAN JOSE	29	2092	2318	2543	67,222	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SAN MATEO	1	1706	1835	1963	1,835	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00	10-15-20-20
CITY OF SUNNYVALE	1	1768	1959	2149	1,959	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	8	2161	2161	2161	17,288	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	11	2321	2381	2441	26,191	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	7	1972	2175	2378	15,225	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	48	1972	2175	2378	104,400	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
LAWRENCE BERKELEY LAB	5	1493	1875	2257	9,375										
LAWRENCE LIVERMORE LAB	23	2079	2245	2410	51,635										
S.F. HOUSING AUTHORITY	6	3590	3590	3590	21,540										
BAY AREA RAPID TRANSIT	58	1669	1890	2111	109,620	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	7	3069	3069	3069	21,483	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00	15-15-20-30
TOTALS ... 24	1318		.....		2,719,245										
FLAT RATE TOTALS	36		.....		96,735										
COMBINED TOTAL	1354														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2063 *
* RATE RANGE 1857 TO 2269 *

WEIGHTED AVERAGE OF THE FLAT RATES 2687 TO 2687

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1879 TO 2280 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
6248	ELECTRICAL INSPECTOR..... Z	51.8	1152-1394	23	51.8	1152-1394	2506-3032
6249	SENIOR ELECTRICAL INSPECTOR.....	52.8	1208-1463	0	52.8	1208-1463	2627-3182
6250	CHIEF ELECTRICAL INSPECTOR..... Z	53.8	1267-1535	1	53.8	1267-1535	2756-3339
6252	LINE INSPECTOR..... Z	51.8	1152-1394	2	51.8	1152-1394	2506-3032
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY... Z	53.3	1237-1499	1	53.3	1237-1499	2690-3260
7128	POWER HOUSE SUPERINTENDENT..... Z	49.8	1047-1267	2	49.8	1047-1267	2277-2756
7130	GEN SUPERINTENDENT, FACILITIES MAINT.... Z	57.7	1528-1853	2	57.7	1528-1853	3323-4030
7131	ELEC MAINT AND CONSTRUCTION SUPT..... Z	55.4	1368-1658	1	55.4	1368-1658	2975-3606
7132	TELECOMMUNICATIONS SUPERVISOR.....	51.7	1147-1388	2	51.7	1147-1388	2495-3019
7229	TRANSMISSION LINE SUPERVISOR I.....	52.2	1174-1421	2	52.2	1174-1421	2553-3091
7235	TRANSIT POWER LINE SUPERVISOR I.....	52.2	1174-1421	3	52.2	1174-1421	2553-3091
7238	ELECTRICIAN SUPERVISOR I.....	52.2	1174-1421	10	52.2	1174-1421	2553-3091
7244	POWER PLANT SUPERVISOR I.....	47.8	952-1152	2	47.8	952-1152	2071-2506
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....	52.2	1174-1421	1	52.2	1174-1421	2553-3091
7257	COMMUNICATION LINE SUPERVISOR I.....	52.2	1174-1421	1	52.2	1174-1421	2553-3091
7273	COMMUNICATION LINE WORKER SUPV II.....	54.4	1304-1580	1	54.4	1304-1580	2836-3437
7274	TRANSIT POWER LINE WORKER SUPV II.....	54.4	1304-1580	1	54.4	1304-1580	2836-3437
7275	CABLE SPLICER SUPERVISOR I.....	54.4	1304-1580	1	54.4	1304-1580	2836-3437
7276	ELECTRICIAN SUPERVISOR II.....	54.4	1304-1580	2	54.4	1304-1580	2836-3437
7279	POWERHOUSE ELECTRICIAN SUPV II.....	54.4	1304-1580	1	54.4	1304-1580	2836-3437
7285	TRANSMISSION LINE WORKER SUPV II.....	54.4	1304-1580	1	54.4	1304-1580	2836-3437
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.	52.2	1174-1421	2	52.2	1174-1421	2553-3091
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....	54.2	1291-1565	1	54.2	1291-1565	2808-3404
7308	CABLE SPLICER.....	52.2	1174-1421	3	52.2	1174-1421	2553-3091
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....	49.7	1042-1261	66	49.7	1042-1261	2266-2743
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.	50.7	1093-1323	15	50.7	1093-1323	2377-2878
7338	ELECTRICAL LINE WORKER.....	49.7	1042-1261	40	49.7	1042-1261	2266-2743
* 7345	ELECTRICIAN...	49.7	1042-1261	75	49.7	1042-1261	2266-2743
7363	POWERHOUSE ELECTRICIAN.....	49.7	1042-1261	5	49.7	1042-1261	2266-2743
7364	POWERHOUSE OPERATOR.....	44.0	796- 961	15	44.0	796- 961	1731-2090
7365	SENIOR POWERHOUSE OPERATOR.....	46.5	895-1083	8	46.5	895-1083	1947-2356
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....	49.7	1042-1261	10	49.7	1042-1261	2266-2743
7377	STAGE ELECTRICIAN.....	45.1	838-1013	2	45.1	838-1013	1823-2203
7408	ASSISTANT POWER HOUSE OPERATOR.....	39.3	638- 769	8	39.3	638- 769	1388-1673
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..	47.6	943-1141	21	47.6	943-1141	2051-2482
7432	ELECTRICAL LINE HELPER.....	46.7	903-1093	4	46.7	903-1093	1964-2377
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....	37.5	586- 707	7	37.5	586- 707	1275-1538

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
9240	AIRPORT ELECTRICIAN.....	51.7	1147-1388	10	51.7	1147-1388	2495-3019
9241	AIRPORT ELECTRICIAN SUPEPVISOR.....	52.7	1203-1457	1	52.7	1203-1457	2617-3169
9242	HEAD AIRPORT ELECTRICIAN.....	53.7	1261-1528	1	53.7	1261-1528	2743-3323

NUMBER OF CLASSES THIS BENCHMARK..... 40
NUMBER OF POSITIONS THIS BENCHMARK..... 354

7346 PAINTER

1981-82 SALARY SCHEDULE 47.3 APPROX $2021 - $2223 - $2447 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	62	2021	2234	2447		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	166	1980	2129	2278	353,414										
STATE OF CALIFORNIA	10	1685	1767	1848	17,670	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	199	1757	1902	2046	378,498	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	17	2339	2339	2339	39,763	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	4	2068	2174	2280	8,696	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
SAN MATEO COUNTY	5	1988	1988	1988	9,940	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	6	2236	2236	2236	13,416	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
CITY OF BERKELEY	2	1713	1773	1832	3,546	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF CONCORD	2	1935	2034	2133	4,068	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-175.00	10-15-20-20
CITY OF DALY CITY	1	1528	1759	1929	1,759										
CITY OF HAYWARD	1	1558	1692	1825	1,692	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF OAKLAND	12	1964	2070	2176	24,840	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 93.00	10-15-18-25
CITY OF SAN JOSE	11	1834	2031	2228	22,341	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SAN MATEO	1	1363	1462	1561	1,462	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00	10-15-20-20
CITY OF SAN MATEO	1	1504	1618	1731	1,618	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00	10-15-20-20
CITY OF SUNNYVALE	1	1768	1959	2149	1,959	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	10	2077	2077	2077	20,770	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	14	2248	2307	2365	32,298	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	4	1795	1981	2167	7,924	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	23	1795	1981	2167	45,563	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
LAWRENCE BERKELEY LAB	2	1493	1875	2257	3,750										
LAWRENCE LIVERMORE LAB	12	1980	2138	2295	25,656										
S.F. HOUSING AUTHORITY	16	2742	2742	2742	43,872										
BAY AREA RAPID TRANSIT	7	1669	1890	2111	13,230	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	4	2673	2673	2673	10,692	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00	15-15-20-30
TOTALS ... 24	473		.....		949,984										
FLAT RATE TOTALS	58		.....		138,453										
COMBINED TOTAL	531														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2008 *

* RATE RANGE 1807 TO 2209 *

WEIGHTED AVERAGE OF THE FLAT RATES 2387 TO 2387

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1870 TO 2228 *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 7346 PAINTER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	45.7	862-1042	1	45.7	862-1042	1875-2266
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	48.3	975-1180	1	48.3	975-1180	2121-2567
7242	PAINTER SUPERVISOR I.....	47.3	929-1125	8	47.3	929-1125	2021-2447
7278	PAINTER SUPERVISOR II.....	52.0	1163-1407	1	52.0	1163-1407	2530-3060
7309	CAR AND AUTO PAINTER.....	44.3	807- 975	17	44.3	807- 975	1755-2121
* 7346	PAINTER.....	47.3	929-1125	62	47.3	929-1125	2021-2447

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 90

7347 PLUMBER

1981-82 SALARY SCHEDULE 50.9 APPROX $2401 - $2640 - $2906 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	54	2401	2654	2906		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	148	2136	2177	2217	322,196											
STATE OF CALIFORNIA	5	1762	1849	1935	9,245	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	49	1757	1902	2046	93,198	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	17	1829	1981	2133	33,677	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	2	2631	2631	2631	5,262	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	3	2204	2317	2430	6,951	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	1	2188	2188	2188	2,188	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	9	2441	2441	2441	21,969	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF OAKLAND	3	2239	2360	2480	7,080	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	2	1962	2174	2385	4,348	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
OAKLAND CITY SCHOOL DIST.	8	2422	2486	2549	19,888	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	8	1972	2175	2378	17,400	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	48	1922	2150	2378	103,200	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	3	1493	1875	2257	5,625											
LAWRENCE LIVERMORE LAB	12	2079	2245	2410	26,940											
S.F. HOUSING AUTHORITY	16	3497	3497	3497	55,952											
GOLDEN GATE BRIDGE DISTRICT	1	3097	3097	3097	3,097	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 16	306		.....		649,748											
FLAT RATE TOTALS	29		.....		88,468											
COMBINED TOTAL	335															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2123 *
* P A T E R A N G E 1911 TO 2335 *

WEIGHTED AVERAGE OF THE FLAT RATES 3051 TO 3051

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 2010 TO 2397 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
6236	BOILER INSPECTOR		53.3	1237-1499	1	53.3	1237-1499	2690-3260
6238	SENIOR BOILER INSPECTOR		54.3	1298-1573	1	54.3	1298-1573	2823-3421
6242	PLUMBING INSPECTOR	Z	53.3	1237-1499	14	53.3	1237-1499	2690-3260
6244	CHIEF PLUMBING INSPECTOR	Z	55.3	1362-1650	1	55.3	1362-1650	2962-3589
7213	PLUMBER SUPERVISOR I		53.3	1237-1499	4	53.3	1237-1499	2690-3260
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		53.9	1273-1543	1	53.9	1273-1543	2769-3356
7239	PLUMBER SUPERVISOR II		54.2	1291-1565	2	54.2	1291-1565	2808-3404
7240	WATER METER SHOP SUPERVISOR I		48.5	984-1191	1	48.5	984-1191	2140-2590
7248	STEAMFITTER SUPERVISOR II		54.2	1291-1565	1	54.2	1291-1565	2808-3404
7250	UTILITY PLUMBER SUPERVISOR I		53.3	1237-1499	22	53.3	1237-1499	2690-3260
7284	UTILITY PLUMBER SUPERVISOR II		54.8	1329-1611	5	54.8	1329-1611	2891-3504
7323	FIRE DEPT WATER SYSTEM ASST SUPV		52.9	1214-1470	1	52.9	1214-1470	2640-3197
* 7347	PLUMBER		50.9	1104-1336	54	50.9	1104-1336	2401-2906
7348	STEAMFITTER		50.9	1104-1336	15	50.9	1104-1336	2401-2906
7349	STEAMFITTER ASSISTANT SUPERVISOR		52.0	1163-1407	1	52.0	1163-1407	2530-3060
7353	WATER METER REPAIRER		46.5	895-1083	6	46.5	895-1083	1947-2356
7360	PIPE WELDER		50.9	1104-1336	4	50.9	1104-1336	2401-2906
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		52.0	1163-1407	0	52.0	1163-1407	2530-3060
7388	UTILITY PLUMBER		50.9	1104-1336	45	50.9	1104-1336	2401-2906
7390	WELDER		46.5	895-1083	9	46.5	895-1083	1947-2356
7442	WATER METER REPAIR HELPER		39.7	650- 785	1	39.7	650- 785	1414-1707
7449	SEWER SERVICE WORKER		49.7	1042-1261	11	49.7	1042-1261	2266-2743
7462	UTILITY PLUMBER HELPER		46.9	912-1104	0	46.9	912-1104	1984-2401
7463	UTILITY PLUMBER APPRENTICE		801.60-1269.20		22	801.60-1269.20		
9346	FUSION WELDER		50.2	1067-1291	1	50.2	1067-1291	2321-2808

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 223

7355 TRUCK DRIVER, LIGHT

1981-82 SALARY SCHEDULE APPROX $2071 - $2174 - $2277 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	160	2071	2349	2627		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	1865	1744	2002	2259	3,733,730											
STATE OF CALIFORNIA	2	1437	1505	1572	3,010	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	39	1472	1595	1717	62,205	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	73	1543	1672	1801	122,056	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	13	1927	1927	1927	25,051	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SAN MATEO COUNTY	10	1494	1681	1867	16,810	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
CITY OF BERKELEY	1	1494	1546	1598	1,546	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	5	1833	1833	1833	9,165	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
OAKLAND CITY SCHOOL DIST.	12	1717	1717	1717	20,604	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	50	1715	1844	1972	92,200	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	13	1639	1806	1972	23,478	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	8	1329	1636	1942	13,088											
TOTALS ... 11	2061		.....		4,068,123											
FLAT RATE TOTALS	30		.....		54,820											
COMBINED TOTAL	2091															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1974 *
* RATE RANGE 1777 TO 2171 *

WEIGHTED AVERAGE OF THE FLAT RATES 1827 TO 1827

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1778 TO 2166 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
O 1	CHAUFFEUR, PASSENGER	35.2	526- 634	0	35.2	526- 634	1144-1379
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV Z	48.0	961-1163	3	48.0	961-1163	2090-2530
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR Z	49.0	1008-1220	2	49.0	1008-1220	2192-2654
7221	ASPHALT PLANT SUPERVISOR I	49.7	1042-1261	1	49.7	1042-1261	2266-2743
7262	STREET REPAIR SUPERVISOR II	48.0	961-1163	3	48.0	961-1163	2090-2530
7312	CHAUFFEUR	31.5	444- 534	1	31.5	444- 534	966-1161
7328	OPERATING ENGINEER, UNIVERSAL		803-1267	28		803-1267	
* 7355	TRUCK DRIVER		952-1208	160		952-1208	
7424	DRYER-MIXER OPERATOR	46.7	903-1093	3	46.7	903-1093	1964-2377
9250	AIRPORT MAINTENANCE SUPERVISOR Z	45.8	866-1047	2	45.8	866-1047	1884-2277
9252	AIRPORT MAINTENANCE SUPERINTENDENT Z	52.5	1191-1443	1	52.5	1191-1443	2590-3139
9331	PILEDRIVER ENGINE OPERATOR	49.7	1042-1261	3	49.7	1042-1261	2266-2743
9334	DECKHAND, TUGS AND DREDGES	44.1	800- 966	8	44.1	800- 966	1740-2101
9335	MARINE FIRE AND BOILER OPERATOR	44.1	800- 966	1	44.1	800- 966	1740-2101
9336	HEAD DREDGE LEVER OPERATOR	50.1	1062-1285	1	50.1	1062-1285	2310-2795
9337	DIESEL TUGBOAT OPERATOR	49.2	1018-1232	1	49.2	1018-1232	2214-2680
9340	DREDGING SUPERVISOR	51.6	1141-1381	1	51.6	1141-1381	2482-3004
9360	CONSTRUCTION AND MAINT SUPV II, PORT	50.7	1093-1323	1	50.7	1093-1323	2377-2878
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL Z	50.7	1093-1323	1	50.7	1093-1323	2377-2878
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	51.7	1147-1388	1	51.7	1147-1388	2495-3019
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR. Z	52.7	1203-1457	1	52.7	1203-1457	2617-3169

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 223

7381 AUTOMOTIVE MECHANIC

1981-82 SALARY SCHEDULE APPROX $2274 - $2274 - $2274 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S									
CITY & COUNTY SAN FRANCISCO	91	2274	2274	2274		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
PRIVATE BAY AREA	629	1825	2095	2364	1,317,755										
PRIVATE BAY AREA	482	2250	2335	2420	1,125,470										
STATE OF CALIFORNIA	5	1572	1648	1724	8,240	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
U.S. GOVERNMENT	18	1686	1826	1966	32,868	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	13	1757	1902	2046	24,726	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	68	1829	1981	2133	134,708	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	5	2113	2113	2113	10,565	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	12	1931	2083	2184	24,996	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	2	1816	1904	1992	3,808	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	1	1735	1952	2169	1,952	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SAN MATEO COUNTY	3	1867	1867	1867	5,601	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
CITY OF BERKELEY	11	1823	1883	1943	20,713	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00- 93.00	10-15-20-25
CITY OF DALY CITY	5	1588	1759	1929	8,795										
CITY OF FREMONT	3	1575	1745	1915	5,235	40.0	11	YES	YES	12	YES	NO	9.8%	$ 29.00- 85.00	12-15-21-21
CITY OF HAYWARD	4	1661	1840	2018	7,360	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-147.00	10-15-20-20
CITY OF OAKLAND	9	1889	1989	2089	17,901	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF OAKLAND	12	2039	2148	2256	25,776	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00- 98.00	10-15-18-25
CITY OF SAN JOSE	29	1807	2002	2196	58,058	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-105.00	10-15-20-20
CITY OF SAN MATEO	4	1518	1633	1748	6,532	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-110.00	10-15-20-20
CITY OF SANTA CLARA	5	1619	1792	1965	8,960	40.0	11	YES	YES	12	YES	YES	11.9%	$ 39.00- 76.00	10-15-20-20
CITY OF SUNNYVALE	8	1722	1908	2093	15,264	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00- 84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	7	2077	2077	2077	14,539	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-143.51	10-15-20-20
U.C. BERKELEY	9	1882	2025	2167	18,225	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
A.C. TRANSIT	28	2338	2338	2338	65,464	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65- 78.65	10-15-20-25
A.C. TRANSIT	52	2049	2049	2049	106,548	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65- 78.65	10-15-20-25
BAY AREA RAPID TRANSIT	34	1669	1890	2111	64,260	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	38	2292	2292	2292	87,096	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-157.00	15-15-20-30
SAN MATEO TRANSIT	30	1512	1764	2015	52,920	40.0	8	YES	NO	*	YES	NO	13.3%	$ 78.65- 78.65	*
SANTA CLARA TRANSIT	40	2018	2156	2293	86,240	40.0	10	YES	YES	12	YES	YES	6.9%	$ 88.87-117.28	10-15-20-25

TOTALS ... 23	1433	.....	3,070,762
FLAT RATE TOTALS	133	.....	289,813
COMBINED TOTAL	1566		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2143 *
* RATE RANGE 1929 TO 2357 *

WEIGHTED AVERAGE OF THE FLAT RATES 2179 TO 2179

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1950 TO 2342 *
* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
M270	SUPERINTENDENT, MACH SHOP AND EQUIP,PUC. Z	50.3	1073-1298	1	50.8	1099-1329	2390-2891
7123	MACHINE SHOP AND PARKING METER SUPT..... Z	50.1	1062-1285	1	50.6	1088-1316	2366-2862
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....	50.7	1093-1323	2	51.2	1120-1355	2436-2947
7136	WATER SHOPS AND EQUIPMENT SUPT..... Z	51.5	1136-1375	1	52.0	1163-1407	2530-3060
7150	CITY SHOPS GENERAL SUPERINTENDENT..... Z	56.8	1463-1773	1	57.3	1499-1818	3260-3954
7152	SUPT OF MAINTENANCE, MUNI RAILWAY..... Z	56.8	1463-1773	0	57.3	1499-1818	3260-3954
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR. Z	49.7	1042-1261	1	50.2	1067-1291	2321-2808
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR. Z	50.7	1093-1323	2	51.2	1120-1355	2436-2947
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....	49.7	1042-1261	4	50.2	1067-1291	2321-2808
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....	15.98 HR		3		16.38 HR	
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.	48.2	970-1174	1	48.7	994-1203	2162-2617
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR Z	51.2	1120-1355	1	51.7	1147-1388	2495-3019
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....	15.04 HR		13		15.42 HR	
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....	48.6	989-1197	10	49.1	1013-1226	2203-2667
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....	15.22 HR		6		15.60 HR	
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....	48.7	994-1203	1	49.2	1018-1232	2214-2680
7258	MAINTENANCE MACHINIST SUPERVISOR I.....	48.6	989-1197	6	49.1	1013-1226	2203-2667
7264	AUTO BODY AND FENDER WORKER SUPV I.....	15.22 HR		1		15.60 HR	
7277	CITY SHOPS ASST SUPERINTENDENT.....	52.4	1185-1436	1	52.9	1214-1470	2640-3197
7305	BLACKSMITH.....	41.2	697- 842	1	41.7	714- 862	1553-1875
7306	AUTOMOTIVE BODY AND FENDER WORKER.....	13.24 HR		39		13.57 HR	
7313	AUTOMOTIVE MACHINIST.....	13.24 HR		63		13.57 HR	
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....	14.55 HR		2		14.91 HR	
7319	ELECTRIC MOTOR REPAIRER.....	45.7	862-1042	10	46.2	882-1067	1918-2321
7322	AUTO BODY AND FENDER WORKER ASST SUPV...	14.55 HR		1		14.91 HR	
7325	GENERAL UTILITY MECHANIC.....	47.2	925-1120	10	47.7	947-1147	2060-2495
7330	SENIOR GENERAL UTILITY MECHANIC.....	48.2	970-1174	1	48.7	994-1203	2162-2617
7332	MAINTENANCE MACHINIST.....	47.1	920-1114	57	47.6	943-1141	2051-2482
7332A	APPRENTICE MAINTENANCE MACHINIST.....	612.70-1013.74		1		628.02-1039.08	
7379	ELECTRICAL TRANSIT MECHANIC.....	45.7	862-1042	122	46.2	882-1067	1918-2321
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...	47.7	947-1147	18	48.2	970-1174	2110-2553
* 7381	AUTOMOTIVE MECHANIC.....	13.07 HR		91		13.40 HR	
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR	14.38 HR		11		14.74 HR	
7387	UPHOLSTERER.....	41.5	707- 854	4	42.0	724- 874	1575-1901
7389	METALSMITH.....	44.7	822- 994	6	45.2	842-1018	1831-2214
7409	ELECTRICAL TRANSIT SERVICE WORKER.....	42.7	748- 903	49	43.2	766- 925	1666-2012
7410	AUTOMOTIVE SERVICE WORKER.....	38.2	605- 731	118	38.7	620- 748	1349-1627

C I T Y A N D C O U N T Y O F S A N F R A N C I S C O
C I V I L S E R V I C E C O M M I S S I O N

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	40.2	664- 803	5	40.7	681- 822	1481-1788
7414	BLACKSMITH'S FINISHER.....	40.7	681- 822	2	41.2	697- 842	1516-1831
7434	MAINTENANCE MACHINIST HELPER.....	41.2	697- 842	5	41.7	714- 862	1553-1875
9102	TRANSIT CAR CLEANER.....	36.6	562- 677	71	37.1	575- 694	1251-1509
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....	38.6	617- 745	5	39.1	631- 762	1372-1657
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	39.6	647- 781	1	40.1	661- 800	1438-1740

NUMBER OF CLASSES THIS BENCHMARK..... 43
NUMBER OF POSITIONS THIS BENCHMARK..... 749

7384 TYPEWRITER REPAIRER

1981-82 SALARY SCHEDULE 37.8 APPROX $1292 - $1418 - $1559 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	4	1292	1426	1560		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
SANTA CLARA COUNTY	2	1427	1575	1723	3,150	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	15	1682	1682	1682	25,230	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
CITY OF LOS ANGELES	5	1319	1479	1639	7,395	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
LOS ANGELES WATER AND POWER	3	2041	2041	2041	6,123	40.0	11	YES	YES	10	NO	NO	20.5%	$ 75.00-	75.00	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	8	1308	1468	1627	11,744	40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33-	80.33	10-15-20-20
TOTALS ... 5	15	.....			22,289											
FLAT RATE TOTALS	18	.....			31,353											
COMBINED TOTAL	33															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1486 *

* RATE RANGE 1337 TO 1635 *

WEIGHTED AVERAGE OF THE FLAT RATES 1742 TO 1742

* *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1558 TO 1693 *

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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

7384 TYPEWRITER REPAIRER

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7243	PARKING METER REPAIRER SUPERVISOR I.....	43.1	762- 920	1	44.8	826- 998	1797-2171
7383	SEWING MACHINE REPAIRER.....	39.6	647- 781	1	41.3	701- 846	1525-1840
* 7384	TYPEWRITER REPAIRER.....	37.8	594- 717	4	39.5	644- 777	1401-1690
7385	SENIOR TYPEWRITER REPAIRER.....	39.6	647- 781	1	41.3	701- 846	1525-1840
7444	PARKING METER REPAIRER.....	40.6	677- 818	15	42.3	735- 887	1599-1929

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 22

7514 GENERAL LABORER

1981-82 SALARY SCHEDULE 39.9 APPROX $1425 - $1568 - $1723 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E B E N E F I T S										
CITY & COUNTY SAN FRANCISCO	253	1426	1574	1723		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
PRIVATE BAY AREA	198	1660	1737	1814	343,926											
STATE OF CALIFORNIA	10	1266	1323	1379	13,230	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	26	1256	1361	1465	35,386	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	150	1326	1437	1547	215,550	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	72	1625	1693	1761	121,896	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	30	1382	1453	1524	43,590	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	12	1342	1477	1612	17,724	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	21	1314	1478	1642	31,038	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	1213	1337	1461	2,674	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	27	1331	1468	1604	39,636	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	10	1398	1446	1494	14,460	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF CONCORD	5	1335	1479	1623	7,395	40.0	11	YES	YES	12	YES	YES	9.7%	$ 63.00-	175.00	10-15-20-20
CITY OF DALY CITY	15	1203	1423	1562	21,345											
CITY OF HAYWARD	14	1291	1395	1499	19,530	40.0	12	YES	NO	12	YES	YES	11.4%	$ 56.00-	147.00	10-15-20-20
CITY OF OAKLAND	74	1446	1523	1599	112,702	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	83	1200	1329	1457	110,307	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	10	1248	1339	1429	13,390	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SUNNYVALE	30	1350	1514	1677	45,420	40.0	12	YES	YES	*	NO	NO	16.8%	$ 55.00-	84.00	11-16-21-21
EAST BAY MUNI. UTIL. DIST.	32	1675	1675	1675	53,600	40.0	12	YES	YES	13	YES	YES	17.9%	$ 36.97-	143.51	10-15-20-20
U.C.MEDICAL CENTER S.F.	10	1373	1506	1639	15,060	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
U.C. BERKELEY	9	1373	1506	1639	13,554	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	4	1098	1424	1750	5,696											
S.F. HOUSING AUTHORITY	44	2027	2027	2027	89,188											
GOLDEN GATE BRIDGE DISTRICT	10	2017	2017	2017	20,170	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 22	812		.....		1,243,509											
FLAT RATE TOTALS	86		.....		162,958											
COMBINED TOTAL	898															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1531 *
* R A T E R A N G E 1378 TO 1684 *

WEIGHTED AVERAGE OF THE FLAT RATES 1895 TO 1895

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* *
* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 1428 TO 1704 *
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* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* LABORING AND RELATED *
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CLASS	CLASS TITLE - DESCRIPTION		.....1981-82..... SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	....1982-83 RECOMMENDED RATES... SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY
2290	ZOO VETERINARIAN.....	Z	47.2	925-1120	1	47.2	925-1120	2012-2436
3130	ARBORETUM DIRECTOR.....	Z	49.9	1052-1273	1	49.9	1052-1273	2288-2769
3310	STABLE ATTENDANT.....		37.9	596- 721	5	37.9	596- 721	1296-1568
3320	ANIMAL KEEPER.....		39.9	655- 792	26	39.9	655- 792	1425-1723
3321	SENIOR ANIMAL KEEPER.....		41.4	704- 850	2	41.4	704- 850	1531-1849
3322	ASSISTANT HEAD ANIMAL KEEPER.....		42.9	755- 912	1	42.9	755- 912	1642-1984
3324	HEAD ANIMAL KEEPER.....		44.4	810- 979	1	44.4	810- 979	1762-2129
3340	ZOO DIRECTOR.....	Z	53.5	1249-1513	1	53.5	1249-1513	2717-3291
3342	ZOOLOGIST.....	Z	44.7	822- 994	1	44.7	822- 994	1788-2162
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	47.6	943-1141	2	47.6	943-1141	2051-2482
3402	FARMER.....			655- 870	2		655- 870	
3404	JAIL FARM SUPERVISOR.....		40.4	671- 810	1	40.4	671- 810	1459-1762
3410	ASSISTANT GARDENER.....			655- 870	151		655- 870	
3416	GARDENER.....		41.9	721- 870	210	41.9	721- 870	1568-1892
3418	GARDENER ASSISTANT SUPERVISOR.....		44.9	830-1003	26	44.9	830-1003	1805-2182
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		44.9	830-1003	2	44.9	830-1003	1805-2182
3422	PARK SECTION SUPERVISOR.....		45.9	870-1052	25	45.9	870-1052	1892-2288
3424	INSECTICIDE SPRAY OPERATOR.....		43.9	792- 956	2	43.9	792- 956	1723-2079
3428	NURSERY SPECIALIST.....		44.9	830-1003	8	44.9	830-1003	1805-2182
3430	CHIEF NURSERY SPECIALIST.....	Z	47.9	956-1158	2	47.9	956-1158	2079-2519
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	46.9	912-1104	1	46.9	912-1104	1984-2401
3434	TREE TOPPER.....		43.9	792- 956	11	43.9	792- 956	1723-2079
3436	TREE TOPPER SUPERVISOR I.....		47.4	934-1131	1	47.4	934-1131	2031-2460
3440	LANDSCAPING AND STREET PLANTING SUPV....		50.2	1067-1291	1	50.2	1067-1291	2321-2808
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	46.9	912-1104	1	46.9	912-1104	1984-2401
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	47.9	956-1158	4	47.9	956-1158	2079-2519
3466	ASST SUPT, PARKS SQUARES AND FACILITIES.	Z	51.4	1131-1368	2	51.4	1131-1368	2460-2975
3474	SCHOOL GROUNDS SUPERVISOR.....		45.1	838-1013	1	45.1	838-1013	1823-2203
3506	AQUARIST.....		39.9	655- 792	3	39.9	655- 792	1425-1723
3508	SENIOR AQUARIST.....		41.7	714- 862	1	41.7	714- 862	1553-1875
3512	AQUARIUM EXHIBIT PREPARATOR.....		42.4	738- 891	0	42.4	738- 891	1605-1938
3516	AQUATIC COLLECTOR.....	Z	47.1	920-1114	1	47.1	920-1114	2001-2423
7119	MANAGER, SEWER REPAIR.....	Z	55.7	1388-1682	1	55.7	1388-1682	3019-3658
7211	CEMENT MASON SUPERVISOR II.....		48.7	994-1203	1	48.7	994-1203	2162-2617
7215	GENERAL LABORER SUPERVISOR I.....		41.9	721- 870	26	41.9	721- 870	1568-1892
7220	ASPHALT FINISHER SUPERVISOR I.....		43.5	777- 938	6	43.5	777- 938	1690-2040
7227	CEMENT FINISHER SUPERVISOR I.....		45.7	862-1042	2	45.7	862-1042	1875-2266

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7246	SEWER REPAIR SUPERVISOR II.....	51.6	1141-1381	3	51.6	1141-1381	2482-3004
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...	45.7	862-1042	7	45.7	862-1042	1875-2266
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	42.9	755- 912	2	42.9	755- 912	1642-1984
7280	SEWER REPAIR ASST SUPERINTENDENT..... Z	53.7	1261-1528	0	53.7	1261-1528	2743-3323
7281	STREET CLEANING SUPERVISOR II.....	49.8	1047-1267	4	49.8	1047-1267	2277-2756
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....	46.9	912-1104	1	46.9	912-1104	1984-2401
7307	BRICKLAYER.....	48.9	1003-1214	5	48.9	1003-1214	2182-2640
7311	CEMENT MASON.....	44.7	822- 994	18	44.7	822- 994	1788-2162
7327	GRANITE CUTTER.....	39.9	655- 792	2	39.9	655- 792	1425-1723
7361	PLASTERER.....	45.2	842-1018	2	45.2	842-1018	1831-2214
7370	RIGGER.....	42.1	728- 878	0	42.1	728- 878	1583-1910
7404	ASPHALT FINISHER.....	41.6	710- 858	14	41.6	710- 858	1544-1866
7422	CRIBBER.....	42.2	731- 882	17	42.2	731- 882	1590-1918
7423	CRIBBER ASSISTANT SUPERVISOR.....	44.0	796- 961	15	44.0	796- 961	1731-2090
7428	HODCARRIER.....	44.6	818- 989	9	44.6	818- 989	1779-2151
7448	SEWER CLEANER.....	42.2	731- 882	5	42.2	731- 882	1590-1918
7457	TRAFFIC AND STREET SIGN MAINT WORKER....	39.8	652- 788	9	39.8	652- 788	1418-1714
7458	SWITCH REPAIRER.....	41.9	721- 870	5	41.9	721- 870	1568-1892
7502	ASPHALT WORKER.....	40.1	661- 800	16	40.1	661- 800	1438-1740
* 7514	GENERAL LABORER.....	39.9	655- 792	253	39.9	655- 792	1425-1723
7530	STREET CLEANER.....	37.9	596- 721	89	37.9	596- 721	1296-1568
7540	TRACK MAINTENANCE WORKER.....	40.9	688- 830	23	40.9	688- 830	1496-1805
7560	FIELD CONSERVATION AIDE.....	CONTRACT RATE		0		CONTRACT RATE	
7562	FIELD CONSERVATION LEADER.....	41.9	721- 870	0	41.9	721- 870	1568-1892
7564	FIELD CONSERVATION SUPERVISOR II.....	45.7	862-1042	0	45.7	862-1042	1875-2266
7566	FIELD CONSERVATION SUPERINTENDENT.....	43.6	781- 943	0	43.6	781- 943	1699-2051
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS.....		384- 384	0		384- 384	
9940	PUBLIC WORKS AIDE.....	4.26 HR		0		4.26 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 65
NUMBER OF POSITIONS THIS BENCHMARK..... 1032

8146 D.A.'S INVESTIGATOR

1981-82 SALARY SCHEDULE 45.9 APPROX $1892 - $2079 - $2288 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	1892	2090	2288		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55- 44.55	10-15-20-20
STATE OF CALIFORNIA	6	1889	2084	2278	12,504	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-102.00	10-15-19-20
ALAMEDA COUNTY	41	2079	2336	2593	95,776	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00- 93.00	10-15-20-20
CONTRA COSTA COUNTY	8	1693	1875	2057	15,000	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-110.00	15-15-20-35
MARIN COUNTY	6	1851	2042	2233	12,252	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-109.00	10-15-20-30
SAN MATEO COUNTY	7	1910	2150	2389	15,050	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-109.00	13-16-21-22
SANTA CLARA COUNTY	28	2128	2359	2589	66,052	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00- 82.00	10-16-22-22
TOTALS ... 6	96		.....		216,634										

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*                                                                 *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          2257    *
*                          R A T E   R A N G E   2031  TO  2483   *
*                                                                 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8146 DISTRICT ATTORNEY'S INVESTIGATOR *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
2524	CORONER'S ESTATE INVESTIGATOR.....		38.1	602- 728	1	39.8	652- 788	1418-1714
2580	CORONER'S INVESTIGATOR.....		43.6	781- 943	10	45.3	846-1022	1840-2223
4230	ESTATE INVESTIGATOR.....	Z	40.9	688- 830	2	42.6	745- 899	1620-1955
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	42.3	735- 887	1	44.0	796- 961	1731-2090
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	42.3	735- 887	3	44.0	796- 961	1731-2090
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	45.9	870-1052	3	47.6	943-1141	2051-2482
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		47.6	943-1141	1	49.3	1022-1237	2223-2690
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	52.4	1185-1436	1	54.1	1285-1558	2795-3389
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	50.2	1067-1291	1	51.9	1158-1401	2519-3047
* 8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	45.9	870-1052	21	47.6	943-1141	2051-2482
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR.	Z	47.6	943-1141	6	49.3	1022-1237	2223-2690
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	50.2	1067-1291	1	51.9	1158-1401	2519-3047
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	48.9	1003-1214	1	50.6	1088-1316	2356-2862
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	53.7	1261-1528	1	55.4	1368-1658	2975-3606
8154	CONSUMMER MEDIATION REPRESENTATIVE.....		38.6	617- 745	1	40.3	668- 807	1453-1755
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	39.7	650- 785	30	41.4	704- 850	1531-1849
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	42.8	752- 908	21	44.5	814- 984	1770-2140
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	46.4	891-1078	11	48.1	966-1169	2101-2543
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	49.4	1027-1243	2	51.1	1114-1349	2423-2934
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	52.4	1185-1436	1	54.1	1285-1558	2795-3389
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	48.8	998-1208	2	50.5	1083-1310	2356-2849
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	52.2	1174-1421	1	53.9	1273-1543	2769-3356
9155	CLAIMS INVESTIGATOR.....		48.7	994-1203	12	50.4	1078-1304	2345-2836
9156	SENIOR CLAIMS INVESTIGATOR.....		49.8	1047-1267	2	51.5	1136-1375	2471-2991
9157	CLAIMS ADJUSTER.....		49.8	1047-1267	5	51.5	1136-1375	2471-2991
9158	ASSISTANT CLAIMS AGENT.....	Z	52.0	1163-1407	1	53.7	1261-1528	2743-3323
9159	GENERAL CLAIMS AGENT.....	Z	58.9	1618-1965	1	60.6	1756-2135	3819-4644

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 143

8176 TRIAL ATTORNEY

1981-82 SALARY SCHEDULE 50.6 APPROX $2366 - $2603 - $2862 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	36	2366	2614	2862		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	17	2684	2965	3245	50,405	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	18	2569	2846	3123	51,228	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	0	1950	2160	2370	0	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	16	1835	2162	2488	34,592	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	6	1766	1947	2128	11,682	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	13	2285	2570	2855	33,410	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	3	2428	2690	2951	8,070	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	40	2428	2690	2951	107,600	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF BERKELEY	2	2491	2751	3011	5,502	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
TOTALS ... 7	115	.....			302,489											

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*                                                                   *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2630        *
*                          R A T E   R A N G E   2367  TO  2893     *
*                                                                   *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8176 TRIAL ATTORNEY, CIVIL AND CRIMINAL *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
8174	ATTORNEY-CIVIL AND CRIMINAL..... Z	47.1	920-1114	7	47.3	929-1125	2021-2447
* 8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL..... Z	50.6	1088-1316	36	50.8	1099-1329	2390-2891
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL.... Z	54.1	1285-1558	35	54.3	1298-1573	2823-3421
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL Z	58.1	1558-1890	66	58.3	1573-1909	3421-4152
8181	ASSISTANT CHIEF ATTORNEY I..... Z	60.1	1714-2084	11	60.3	1731-2104	3765-4576
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL..... Z	59.6	1674-2033	21	59.8	1690-2053	3676-4465
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C Z	60.6	1756-2135	3	60.8	1773-2156	3856-4689
8184	CHIEF ATTORNEY II..... Z	62.8	1955-2377	4	63.0	1975-2401	4296-5222
8185	DIRECTOR, FAMILY SUPPORT BUREAU..... Z	61.2	1809-2199	1	61.4	1827-2221	3974-4831
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR... Z	56.3	1429-1731	1	56.5	1443-1748	3139-3802
8190	ATTORNEY, TAX COLLECTOR..... Z	56.3	1429-1731	1	56.5	1443-1748	3139-3802
8192	CONTROLLER'S LEGAL COUNSEL..... Z	58.1	1558-1890	1	58.3	1573-1909	3421-4152
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)... Z	61.6	1844-2242	1	61.8	1862-2264	4050-4924

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 188

8204 INSTITUTIONAL POLICE OFFICER

1981-82 SALARY SCHEDULE 39.8 APPROX $1418 - $1559 - $1714 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	33	1418	1566	1714		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	12	1538	1693	1848	20,316	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	15	1185	1297	1408	19,455	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
SANTA CLARA COUNTY	11	1214	1338	1461	14,718	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
OAKLAND CITY SCHOOL DIST.	6	1272	1408	1543	8,448	37.5	14	YES	YES	12	YES	YES	12.5%	$ 52.00-	125.00	10-15-25-25
U.C. BERKELEY	48	1584	1745	1905	83,760	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 5	92	.....			146,697											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1595    *
*                        R A T E   R A N G E   1436  TO  1755   *
*                                                               *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7270	WATERSHED KEEPER SUPERVISOR		39.8	652- 788	3	40.3	668- 807	1453-1755
7301	ARMORED TRUCK OPERATOR		34.1	500- 602	0	34.6	512- 617	1114-1342
7426	ELEVATOR OPERATOR		31.6	446- 536	6	32.1	455- 549	990-1194
7470	WATERSHED KEEPER		38.5	614- 742	22	39.0	628- 758	1366-1649
7542	WATERSHED WORKER (SEASONAL AS NEEDED)		5.61 HR		0		5.75 HR	
8201	SCHOOL CROSSING GUARD		4.75 HR		0		4.87 HR	
8202	SECURITY GUARD		32.6	467- 562	54	33.1	477- 575	1037-1251
8203	SCHOOL PATROL AIDE		37.6	589- 710	1	38.1	602- 728	1309-1583
* 8204	INSTITUTIONAL POLICE OFFICER		39.8	652- 788	33	40.3	668- 807	1453-1755
8205	INSTITUTIONAL POLICE SERGEANT		42.0	724- 874	4	42.5	742- 895	1614-1947
8206	INSTITUTIONAL POLICE CAPTAIN		46.0	874-1057	2	46.5	895-1083	1947-2356
8207	BUILDING AND GROUNDS PATROL OFFICER		37.6	589- 710	24	38.1	602- 728	1309-1583
8208	PARK PATROL OFFICER		37.6	589- 710	17	38.1	602- 728	1309-1583
8209	INSTITUTIONAL POLICE LIEUTENANT	Z	44.0	796- 961	2	44.5	814- 984	1770-2140
8210	HEAD PARK PATROL OFFICER		39.8	652- 788	1	40.3	668- 807	1453-1755
8216	STAGE DOOR ATTENDANT		32.6	467- 562	2	33.1	477- 575	1037-1251
8218	MUNICIPAL TRANSIT POLICE OFFICER	Z	39.8	652- 788	0	40.3	668- 807	1453-1755
8220	SERGEANT-AT-ARMS	Z	36.1	549- 661	0	36.6	562- 677	1222-1472
8222	ARMORED TRUCK GUARD		34.6	512- 617	0	35.1	524- 631	1140-1372
8226	MUSEUM GUARD		35.8	541- 652	35	36.3	554- 668	1205-1453
8228	SENIOR MUSEUM GUARD		38.3	608- 735	2	38.8	622- 752	1353-1636
8230	CHIEF MUSEUM GUARD		40.3	668- 807	1	40.8	684- 826	1488-1797
8231	MUSEUM SERVICES CO-ORDINATOR	Z	46.3	887-1073	1	46.8	908-1099	1975-2390
8272	TECH INSTRUCT ASST, CAMPUS CONTROL		34.6	512- 617	1	35.1	524- 631	1140-1372
9174	SECURITY CHIEF, MUNICIPAL RAILWAY	Z	47.2	925-1120	0	47.7	947-1147	2060-2495
9210	AIRPORT POLICE OFFICER		42.2	731- 882	138	42.7	748- 903	1627-1964
9211	AIRPORT POLICE SERGEANT		45.2	842-1018	18	45.7	862-1042	1875-2266
9215	AIRPORT POLICE LIEUTENANT		48.0	961-1163	8	48.5	984-1191	2140-2590
9216	AIRPORT POLICE CAPTAIN		50.8	1099-1329	3	51.3	1125-1362	2447-2962
9218	CHIEF, BUREAU OF AIRPORT SECURITY	Z		1647-1647	1		1688-1688	
9333	MARINE PATROL OFFICER		31.6	446- 536	4	32.1	455- 549	990-1194
9350	HARBOR POLICE OFFICER		41.8	717- 866	6	42.3	735- 887	1599-1929
9918	PUBLIC SERVICE AIDE-SECURITY			462- 462	0		474- 474	
9980	FIRE SAFETY TECHNICIAN		5.52 HR		0		5.66 HR	

NUMBER OF CLASSES THIS BENCHMARK..... 34
NUMBER OF POSITIONS THIS BENCHMARK..... 389

8214 PARKING CONTROL OFFICER

1981-82 SALARY SCHEDULE 38.6 APPROX $1342 - $1472 - $1620 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						..... F R I N G E						B E N E F I T S				
CITY & COUNTY SAN FRANCISCO	148	1342	1481	1620		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF BERKELEY	10	1333	1377	1420	13,770	40.0	13	YES	NO	12	YES	YES	14.4%	$ 32.00-	93.00	10-15-20-25
CITY OF DALY CITY	3	1153	1278	1403	3,834											
CITY OF OAKLAND	20	1311	1383	1455	27,660	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
CITY OF SAN JOSE	10	1177	1303	1429	13,030	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
CITY OF SAN MATEO	2	1166	1281	1395	2,562	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
CITY OF SAN MATEO	8	1283	1409	1535	11,272	40.0	12	YES	YES	12	YES	NO	12.1%	$ 55.00-	110.00	10-15-20-20
U.C. BERKELEY	5	1101	1195	1288	5,975	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
CITY OF LOS ANGELES	322	1368	1534	1700	493,948	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
CITY OF SAN DIEGO	11	1011	1113	1215	12,243	40.0	9	YES	NO	13	NO	YES	11.9%	$ 32.00-	32.00	10-15-15-20
TOTALS ... 8	391	.....			584,294											

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* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1494 *

* R A T E R A N G E 1345 TO 1643 *

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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8214 PARKING CONTROL OFFICER *
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CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
7454	TRAFFIC SIGNAL OPERATOR.....	35.6	536- 647	7	35.9	544- 655	1183-1425
8213	POLICE SERVICES AIDE.....	44.2	803- 970	32	44.5	814- 984	1770-2140
* 8214	PARKING CONTROL OFFICER.....	38.6	617- 745	148	38.9	625- 755	1359-1642
8215	TRAFFIC CONTROL OFFICER.....	39.6	647- 781	12	39.9	655- 792	1425-1723
8274	POLICE CADET.....		510- 510	0		518- 518	

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 199

8238 POLICE COMMUNICATIONS DISPATCHER

1981-82 SALARY SCHEDULE 38.4 APPROX $1329 - $1459 - $1605 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	1329	1467	1605		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	43	1297	1427	1557	61,361	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	32	1353	1499	1644	47,968	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	11	1404	1546	1688	17,006	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SANTA CLARA COUNTY	47	1651	1823	1994	85,681	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	63	1482	1636	1789	103,068	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF DALY CITY	10	1392	1542	1692	15,420											
CITY OF OAKLAND	50	1559	1641	1723	82,050	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
TOTALS ... 6	256	.....			412,554											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1612

RATE RANGE 1451 TO 1773

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
1706	TELEPHONE OPERATOR.....	31.6	446- 536	25	33.7	491- 591	1068-1285
1708	SENIOR TELEPHONE OPERATOR.....	33.6	489- 589	42	35.7	539- 650	1172-1414
1710	CHIEF TELEPHONE OPERATOR.....	36.6	562- 677	4	38.7	620- 748	1349-1627
8234	FIRE ALARM DISPATCHER.....	41.5	707- 854	5	43.6	781- 943	1699-2051
8236	CHIEF FIRE ALARM DISPATCHER.....	45.0	834-1008	0	47.1	920-1114	2001-2423
* 8238	POLICE COMMUNICATIONS DISPATCHER.....	38.4	611- 738	67	40.5	674- 814	1466-1770
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	41.4	704- 850	0	43.5	777- 938	1690-2040
9202	AIRPORT COMMUNICATIONS OPERATOR.....	36.4	557- 671	20	38.5	614- 742	1335-1614
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	38.4	611- 738	7	40.5	674- 814	1466-1770
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	43.1	762- 920	1	45.2	842-1018	1831-2214

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 171

8260 ASSISTANT CRIMINALIST

1981-82 SALARY SCHEDULE 48.1 APPROX $2101 - $2310 - $2543 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	2101	2322	2543		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
ALAMEDA COUNTY	0	2165	2385	2604	0	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
ALAMEDA COUNTY	4	2376	2620	2863	10,480	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	4	1870	2072	2273	8,288	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	7	2164	2397	2630	16,779	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
SAN MATEO COUNTY	3	2122	2387	2652	7,161	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	2	2031	2300	2519	4,600	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	3	2402	2654	2906	7,962	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
CITY OF OAKLAND	2	2603	2742	2880	5,484	37.5	13	NO	NO	12	YES	NO	15.3%	$ 34.00-	98.00	10-15-18-25
TOTALS ... 5	25	.....			60,754											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        2430        *
*                        R A T E   R A N G E    2187  TO  2673      *
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CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8260 ASSISTANT CRIMINALIST *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
8249	FINGERPRINT TECHNICIAN I.....		37.9	596- 721	0	38.9	625- 755	1359-1642
8250	FINGERPRINT TECHNICIAN II.....		39.3	638- 769	26	40.3	668- 807	1453-1755
8251	FINGERPRINT TECHNICIAN III.....		40.8	684- 826	6	41.8	717- 866	1559-1884
* 8260	ASSISTANT CRIMINALIST.....	Z	48.1	966-1169	7	49.1	1013-1226	2203-2667
8262	CRIMINALIST.....	Z	53.1	1226-1484	2	54.1	1285-1558	2795-3389

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

8304 DEPUTY SHERIFF

1981-82 SALARY SCHEDULE 42.1 APPROX $1583 - $1740 - $1910 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	215	1583	1747	1910		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	453	1609	1729	1848	783,237	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	483	1649	1826	2002	881,958	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	148	1645	1823	2000	269,804	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	61	1616	1790	1963	109,190	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	117	1546	1740	1933	203,580	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	575	1839	2037	2235	1,171,275	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 6	1837		.....		3,419,044											

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*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN        1861  *
*                          R A T E   R A N G E   1675 TO 2047 *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
8217	STATION OFFICER		42.1	728- 878	7	43.5	777- 938	1690-2040
8301	SHERIFF'S PROPERTY KEEPER		36.8	567- 684	0	38.2	605- 731	1316-1590
8303	SHERIFF'S CIVIL PROCESS ASSISTANT		37.8	594- 717	2	39.2	634- 766	1379-1666
* 8304	DEPUTY SHERIFF		42.1	728- 878	215	43.5	777- 938	1690-2040
8306	SENIOR DEPUTY SHERIFF		44.2	803- 970	82	45.6	858-1037	1866-2255
8308	SHERIFF'S SERGEANT		46.2	882-1067	27	47.6	943-1141	2051-2482
8310	SHERIFF'S LIEUTENANT		48.2	970-1174	15	49.6	1037-1255	2255-2730
8312	SHERIFF'S CAPTAIN		50.2	1067-1291	3	51.6	1141-1381	2482-3004
8314	CHIEF DEPUTY SHERIFF	Z	52.2	1174-1421	3	53.6	1255-1520	2730-3306
8315	ASSISTANT SHERIFF	Z	54.2	1291-1565	1	55.6	1381-1674	3004-3641

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 355

8320 COUNSELOR - JUVENILE HALL

1981-82 SALARY SCHEDULE 39.3 APPROX $1388 - $1525 - $1673 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	42	1388	1531	1673		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	0	1685	1857	2028	0	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
ALAMEDA COUNTY	45	1403	1554	1705	69,930	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	14	1377	1526	1674	21,364	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	6	1626	1803	1979	10,818	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	23	1371	1543	1714	35,489	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	20	1267	1404	1541	28,080	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	77	1541	1708	1874	131,516	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS 6	185				297,197											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 1606

RATE RANGE 1445 TO 1767

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 8320 COUNSELOR-JUVENILE HALL *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
8316	ASSISTANT COUNSELOR.....		34.0	498- 599	19	35.1	524- 631	1140-1372
8318	COUNSELOR II.....	Z	40.8	684- 826	10	41.9	721- 870	1568-1892
* 8320	COUNSELOR-JUVENILE HALL.....	Z	39.3	638- 769	42	40.4	671- 810	1459-1762
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	40.8	684- 826	11	41.9	721- 870	1568-1892
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	42.6	745- 899	8	43.7	785- 947	1707-2060
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	43.6	781- 943	1	44.7	822- 994	1788-2162
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	45.6	858-1037	3	46.7	903-1093	1964-2377
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	47.3	929-1125	2	48.4	979-1185	2129-2577
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	49.5	1032-1249	1	50.6	1088-1316	2366-2862
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	47.3	929-1125	1	48.4	979-1185	2129-2577
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	52.5	1191-1443	1	53.6	1255-1520	2730-3306

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 99

8440 PROBATION OFFICER

1981-82 SALARY SCHEDULE 43.8 APPROX $1714 - $1884 - $2071 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	89	1714	1893	2071		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
STATE OF CALIFORNIA	30	2028	2236	2444	67,080	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
STATE OF CALIFORNIA	57	2028	2236	2444	127,452	40.0	12	YES	NO	12	NO	YES	16.0%	$ 43.00-	102.00	10-15-19-20
U.S. GOVERNMENT	2	1623	1867	2110	3,734	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	1	1964	2259	2553	2,259	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	27	2354	2707	3060	73,089	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	189	1679	1863	2047	352,107	37.5	13	NO	NO	13	YES	YES	16.8%	$ 51.00-	93.00	10-15-20-20
CONTRA COSTA COUNTY	12	1723	1909	2094	22,908	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
CONTRA COSTA COUNTY	113	1853	2053	2252	231,989	40.0	12	YES	NO	12	NO	YES	14.0%	$ 63.00-	110.00	15-15-20-35
MARIN COUNTY	30	1626	1803	1979	54,090	40.0	12	YES	YES	12	NO	NO	15.6%	$ 50.00-	109.00	10-15-20-30
SAN MATEO COUNTY	4	1702	1916	2129	7,664	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SAN MATEO COUNTY	121	1801	2027	2252	245,267	40.0	11	YES	YES	12	YES	YES	9.4%	$ 62.00-	109.00	13-16-21-22
SANTA CLARA COUNTY	23	1541	1708	1874	39,284	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
SANTA CLARA COUNTY	250	1911	2117	2323	529,250	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
TOTALS ... 7	859				1,756,173											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2044

RATE RANGE 1840 TO 2248

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
8401	PROBATION ASSISTANT.....		39.3	638- 769	0	41.0	691- 834	1503-1814
8402	PROBATION OFFICER TRAINEE.....	Z		569- 569	0		617- 617	
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	49.8	1047-1267	1	51.5	1136-1375	2471-2991
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	47.8	952-1152	9	49.5	1032-1249	2245-2717
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	48.8	998-1208	3	50.5	1083-1310	2356-2849
8419	PRISONER SERVICES COUNSELOR.....	Z	44.3	807- 975	6	46.0	874-1057	1901-2299
8420	REHABILITATION SERVICES COORDINATOR.....	Z	46.3	887-1073	2	48.0	961-1163	2090-2530
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	37.0	572- 691	0	38.7	620- 748	1349-1627
8423	NEIGHBORHOOD COORDINATOR.....	Z	41.0	691- 834	0	42.7	748- 903	1627-1964
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	45.8	866-1047	0	47.5	938-1136	2040-2471
8425	PROJECT COORDINATOR, SAFE.....	Z	47.8	952-1152	0	49.5	1032-1249	2245-2717
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	47.8	952-1152	8	49.5	1032-1249	2245-2717
* 8440	PROBATION OFFICER.....	Z	43.8	788- 952	89	45.5	854-1032	1857-2245
8442	SENIOR PROBATION OFFICER.....	Z	45.8	866-1047	51	47.5	938-1136	2040-2471
8446	COURT ALTERNATIVE SPECIALIST I.....		40.8	684- 826	1	42.5	742- 895	1614-1947
8448	COURT ALTERNATIVE SPECIALIST II.....		44.8	826- 998	0	46.5	895-1083	1947-2356
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	41.0	691- 834	0	42.7	748- 903	1627-1964
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	47.4	934-1131	0	49.1	1013-1226	2203-2667
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	50.7	1093-1323	0	52.4	1185-1436	2577-3123
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		41.0	691- 834	1	42.7	748- 903	1627-1964
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	53.6	1255-1520	1	55.3	1362-1650	2962-3589

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 172

9144 TRANSIT SERVICE INSPECTOR

1981-82 SALARY SCHEDULE 46.5 APPROX $1947 - $2140 - $2356 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO		1947	2152	2356		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
SANTA CLARA COUNTY	38	2118	2347	2576	89,186	40.0	12	YES	NO	12	YES	YES	13.8%	$ 52.00-	82.00	10-16-22-22
A.C. TRANSIT	49	2072	2174	2275	106,526	40.0	10	YES	NO	12	YES	YES	13.3%	$ 78.65-	78.65	10-15-20-25
BAY AREA RAPID TRANSIT	23	2320	2320	2320	53,360	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	10	1888	2085	2281	20,850	40.0	11	YES	YES	12	YES	YES	11.2%	$ 38.21-	157.00	15-15-20-30
TOTALS ... 4	97		.....		216,562											
FLAT RATE TOTALS	23		.....		53,360											
COMBINED TOTAL	120															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 2233 *
* RATE RANGE 2010 TO 2456 *

WEIGHTED AVERAGE OF THE FLAT RATES 2320 TO 2320

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* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 2069 TO 2430 *
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* *

1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS

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* 9144 TRANSIT SERVICE INSPECTOR *
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CLASS	CLASS TITLE - DESCRIPTION		1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 RECOMMENDED RATES BI-WEEKLY SALARY	1982-83 RECOMMENDED RATES APPROX. MO. SALARY
9139	TRANSIT SUPERVISOR.....		47.5	938-1136	193	48.1	966-1169	2101-2543
9140	TRANSIT MANAGER I.....	Z	50.0	1057-1279	27	50.6	1088-1316	2366-2862
9141	TRANSIT MANAGER II.....	Z	52.5	1191-1443	7	53.1	1226-1484	2667-3228
9142	TRANSIT MANAGER III.....	Z	55.0	1342-1626	5	55.6	1381-1674	3004-3641
* 9144	TRANSIT SERVICE INSPECTOR.....		46.5	895-1083	0	47.1	920-1114	2001-2423
9176	SCHOOL TRANSPORTATION SCHEDULER.....		40.6	677- 818	6	41.2	697- 842	1516-1831
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	51.8	1152-1394	1	52.4	1185-1436	2577-3123

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 239

9220 AIRPORT OPERATIONS SUPERVISOR

1981-82 SALARY SCHEDULE 49.0 APPROX $2192 - $2412 - $2654 MO.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
						FRINGE BENEFITS										
CITY & COUNTY SAN FRANCISCO	0	2192	2412	2654		40.0	13	NO	NO	13	NO	YES	23.1%	$ 44.55-	44.55	10-15-20-20
CITY OF SAN JOSE	3	2340	2592	2843	7,776	40.0	11	YES	NO	12	YES	NO	20.0%	$ 48.00-	105.00	10-15-20-20
PORT OF OAKLAND	10	2364	2504	2643	25,040	40.0	13	NO	YES	12	YES	NO	16.3%	$ 39.51-	177.49	10-15-20-25
* * * BAY AREA DATA INSUFFICIENT * * *																
ORANGE COUNTY	1	2115	2652	3189	2,652	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-	158.88	10-15-20-20
CITY OF LOS ANGELES	0	2203	2471	2739	0	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
CITY OF LOS ANGELES	13	2469	2769	3068	35,997	40.0	11	NO	NO	12	YES	NO	17.1%	$ 46.38-	132.40	10-15-20-20
TOTALS ... 4	27	.....			71,465											

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*                                                                     *
*   WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN          2647        *
*                          R A T E   R A N G E    2382  TO  2912      *
*                                                                     *
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1982 - 1983
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR *

CLASS	CLASS TITLE - DESCRIPTION	1981-82 SCHEDULE NUMBER	1981-82 BI-WEEKLY SALARY	1981-82 BUD POS	1982-83 RECOMMENDED RATES SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 APPROX. MO. SALARY
5285	AIRPORT NOISE ABATEMENT OFFICER..... Z	53.2	1232-1491	1	55.1	1349-1634	2934-3554
9212	AIRFIELD SAFETY OFFICER.....	43.9	792- 956	16	45.8	866-1047	1884-2277
9213	SENIOR AIRFIELD SAFETY OFFICER.....	46.3	887-1073	9	48.2	970-1174	2110-2553
* 9220	AIRPORT OPERATIONS SUPERVISOR.....	49.0	1008-1220	9	50.9	1104-1336	2401-2906
9222	AIRPORT OPERATIONS COORDINATOR..... Z	51.1	1114-1349	1	53.0	1220-1477	2654-3212
9226	AIRPORT OPERATIONS SUPERINTENDENT..... Z	54.0	1279-1550	2	55.9	1401-1698	3047-3693
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS... Z	54.0	1279-1550	1	55.9	1401-1698	3047-3693
9255	AIRPORT ECONOMIC PLANNER..... Z	53.2	1232-1491	1	55.1	1349-1634	2934-3554
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT Z	56.7	1457-1765	2	58.6	1596-1936	3471-4211
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN. Z	56.7	1457-1765	2	58.6	1596-1936	3471-4211
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL Z	56.7	1457-1765	1	58.6	1596-1936	3471-4211
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR Z		2345-2345	1		2568-2568	

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 46

GRAND TOTAL NUMBER OF CLASSES..... 1469
GRAND TOTAL NUMBER OF POSITIONS..... 18522